CANADA

THE LABOUR GAZETTE

Published Monthly by the
ARTMENT OF LABOUR
CANADA

Vol. LXIII No. 6

JUNE 28, 1963

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance.

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THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

Editor
W. S. Drinkwater

Assistant Editor
R. M. Dyke

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board
By G. Lunney

AUG 26 19

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CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

67749-2—1

The Industrial Relations Branch

Branch administers five Acts; but most of its activity results from Industrial Relations and Disputes Investigation Act. Since inception of Act, conciliation officers have settled 567 out of 899 disputes; conciliation boards, 236 of 314

The Industrial Relations Branch is charged with the administration of five acts: the Industrial Relations and Disputes Investigation Act, Fair Wages and Hours of Labour Act, Annual Vacations Act, Canada Fair Employment Practices Act, and the Female Employees Equal Pay Act.

The Branch also serves as the administrative agency of the Canada Labour Relations Board. The Board, established under the I.R.D.I. Act, administers provisions concerning the certification of bargaining agents; provides, for inclusion in collective agreements, a procedure for the final settlement of disputes over the meaning or violation of collective agreements; and investigates complaints that a party has failed to bargain collectively and makes a very reasonable effort to conclude a collective agreement.

Much of the Branch's activity centres on conciliation proceedings under the Industrial Relations and Disputes Investigation Act, which applies to industries under federal jurisdiction. The Act came into force on September 1, 1948.

From its inception until the end of the last fiscal year on March 31, under the provisions of the Act the Minister of Labour through the Industrial Relations Branch has:

—referred 899 disputes directly affecting 756,654 workers to conciliation officers, who settled 567 of them; and

—appointed conciliation boards in 314 disputes directly affecting 1,179,134 workers; the boards settled 236.

In the same period, as the administrative agency of the Canada Labour Relations Board, the Branch received 1,403 applications for certification, affecting some 188,553 workers. Of these applications, 826 were granted, 291 rejected, 280 withdrawn, and six remained pending. In the same period, the Board ordered 235 representation votes in applications for certification and 12 votes in applications for revocation of certification.

The Board has received in the same period 48 applications for revocation of certification. Of these, 28 were granted, 17 refused, two were withdrawn and one was pending at the end of the fiscal year.

During the same period, the Board received 15 applications for provision of a procedure for final settlement of disputes concerning the meaning or violation of a collective agreement. Seven of these were granted, three rejected, and five settled without a Board order.

Since the Act came into force the Minister has received ten complaints of failure to bargain. Two were withdrawn and eight referred to the Canada Labour Relations Board. In three of the eight the Board ordered the respondents to bargain collectively with the complainants, and in one of these cases it later revoked the order. Four complaints were dismissed and one was left in abeyance at the end of the period.

In the same period, the Minister received 64 applications for consent to prosecute, of which 36 were granted, 12 were refused, two were referred to industrial inquiry commissions and settled, three were referred to conciliation officers and settled, one was withdrawn, seven lapsed, and three remained pending at the end of the period.

There were 75 complaints of violations of the Act. In nine cases, industrial inquiry commissions were appointed, which resulted in the settlement of dismissal of the complaint. (Since the Act was passed, 30 industrial inquiry commission appointments have been made.) Eight complaints were settled by conciliation officers, and three cases referred to them were not settled or were dismissed. Twenty-two complaints were withdrawn, 17 lapsed, 13 became applications for consent to prosecute, and three were still pending.

Major disputes referred to conciliation boards during the past year included:

—Between the major Canadian railways and their 110,000 non-operating employees;

—Between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen;

—Between Canadian National Railways and the Brotherhood of Railroad Trainmen;

—Between the CPR and the Brotherhood of Railroad Trainmen;

—Between Upper Lakes Shipping Limited and associated companies, and the Seafarers' International Union of Canada; and

—Between the Shipping Federation of British Columbia and several locals of the International Longshoremen's and Warehousemen's Union.

50 Years Ago This Month

Commissioner appointed by Government of Ontario to make investigation with reference to proposed eight-hour day law for underground workers in province reports nearly all miners in favour, managers generally opposed to the measure

The report of a commissioner appointed by the Ontario Government to conduct an investigation with reference to proposed legislation to limit to eight per day the hours of labour for underground workers in the province was summarized in the June 1913 issue of the LABOUR GAZETTE.

About 4,000 men were employed underground in the mines of the province, and their hours of labour varied from eight to ten a day, the commissioner said. Of the 85 mines to which inquiries had been addressed, 40 worked their men 10 hours a day; 32, nine hours; 10, eight hours; two, between eight and a half and nine; and one mine had a day of nine and a half hours. The average day was nine hours.

"Nearly all the mines in the chief mining districts work two shifts a day, and men are usually paid by the day or hour."

The supply of men was usually sufficient, it appeared, although some mines would have employed more men if they had been readily available. "Surface men, it is stated, are more often hard to obtain than underground men.

Men Nearly All in Favour

"The report of the commissioner states that beyond a doubt the men are nearly all in favour of the eight-hour day . . . . The result of secret ballots taken in a number of mines went to show that upwards of 332 votes were returned in favour of it and only 12 against it."

The men contended that working conditions underground were unnatural and trying, and that the working life of a miner was short. Shorter hours, such as those worked in British Columbia and the western United States, would induce more men to enter the industry, it was said; and many men contended that with proper management as much work could be done in eight hours as was then being done in nine or ten. "The men urged that the eight-hour day should apply to mines with no exemption, except for cases of emergency."

The mine managers, however, were generally opposed to an eight-hour law. Some of the commonest arguments against it were that it would mean a reduction in wages and consequently dissatisfaction among the men, that it would reduce output and profits, make low grade ore unprofitable to work, and discourage the inflow of capital.

It was contended that the eight-hour law "has in fact had disastrous effect in British Columbia, Australia, and parts of the United States, and is driving capital and labour out of England and the United States; that the popular belief that underground employment on the present basis is injurious or objectionable is not correct; experience, the hospital records, and the fact that men prefer underground to surface work being appealed to in support of this contention . . . "

According to the GAZETTE's summary, the commissioner's view was that "forebodings of the disastrous results to the mining industry in the event of enactment of eight-hour legislation are not justified." If it resulted in any increase in the cost of production, the increase would be slight.

With regard to the health of the men, however, he said, "I am convinced that the popular idea of hardship and injuriousness of working underground is only partly right. The mines of Ontario, I believe, as a whole, are naturally as healthful as any in the world . . . "

Mining Distinctly Hazardous

He said that although mining was not the most hazardous of occupations, it was a distinctly hazardous one. But he went on to say, "The allegation of greater frequency of accidents in the latter hours of shifts I find, after very careful investigation, assisted by the hospital records and other figures produced by the managers, and especially by the data put together for me by Chief Inspector ——, is not borne out by the facts. The figures really show that a rather larger percentage of accidents take place during the early hours of the shift than during the later hours. Reports and opinions do not, on the other hand, confirm the allegation that shorter hours and consequent speeding up would be likely to increase accidents . . ."

The commissioner thought that the proposed legislation would help to allay unrest and remove the friction that then existed in a number of mining camps, and he expressed himself as favourable to the enactment of a reasonable eight-hour law for underground workmen in Ontario.

Seven Canadian Technicians Study in German Industry

Seven graduates from a number of Canadian institutes of technology last month began a one-year postgraduate course in a large German company. It is the first time Canadian students have participated in this project, which has been sponsored for some years by a number of companies in West Germany.

The students, all 1963 graduates in mechanical technology, will undergo intense practical and theoretical training in smelting works, tube factories or in the machine factory of the Mannesmann Company, Dusseldorf. They are graduates of the Southern Alberta Institute of Technology, Calgary; the Shawinigan Institute of Technology, Shawinigan, Que., l'Institut de Technologie de Trois Rivières, Trois Rivières, Que.; the Montreal Institute of Technology; l'Institut de Technologie de Sherbrooke, Sherbrooke, Que.; and the N.B. Technical Institute, Moncton.

The students will pay their own air fare to Germany and the Mannesmann Company will bear the costs of the return trip. While under training, the students will be paid according to an established wage scale and the company will provide accommodation at a minimum charge in company homes.

It is hoped that a total of 25 Canadian graduates will attend these specialized courses in Germany over the next three years. If this year's venture proves satisfactory, there are indications that a number of large German industries will provide similar courses for Canadian graduates in the future. During the past eight years, some 2,000 students from other countries have attended courses of a similar nature in West Germany.

The Technical and Vocational Training Branch, Department of Labour, is co-ordinating the movement of graduates and assisted in making arrangements for their departure to Europe.

Department Issues New Bulletins On Provincial Labour Laws

New editions of two annual bulletins on provincial labour laws have been issued by the Department of Labour. Both were prepared by the Legislation Branch, and both give detailed information regarding the changes made in provincial laws and regulations in 1962.

One of them, *Provincial Labour Standards,* sets out in concise form information regarding the standards set under provincial laws with respect to child labour, holidays, hours of work, minimum wages, equal pay for equal work, workmen's compensation, fair employment practices and weekly rest-day. The standards set by labour Ordinances of the Yukon and Northwest Territories are also included in this year's 40-page edition.

The other bulletin, *Workmen's Compensation in Canada,* is a comparison of provincial workmen's compensation laws. The scale of benefits payable in each province is included.

Copies of the bulletins are available, at 35 cents a copy, from the Queen's Printer, Ottawa. The catalogue number for the first is L2-7/1962; for the second, L2-6/1962.

First Area Labour-Management Meeting in Quebec Last Month

The first area labour-management co-operation conference held in Quebec province was conducted at Ville La Salle on May 9. The one-day conference, sponsored by the federal Department of Labour, was attended by some 200 labour and industry delegates.

It was the fifth such conference sponsored by the Department. The first four were at Winnipeg, Man.; Cornwall, Kitchener and London, Ont.

It was the consensus of delegates that labour and management must co-operate for efficient, low-cost production, which was needed to maintain prosperity. This was to be achieved, not through "speed-up methods," but through a better understanding, increased mutual confidence, and improved relations generally between the two groups.

D. M. Matheson, Dominion Tar & Chemical Co. Ltd., said that the first steps to clear up misunderstanding between labour and management had been taken by the formation of the National Productivity Council.

Moderators of two panel discussions held during the day were Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, and Gordon Cushing, Assistant Deputy Minister of Labour, J. M. Sauriol, federal Department of Labour industrial relations officer at Montreal, presided over the meeting.

Productivity Council Requested To Continue Current Program

The National Productivity Council has been asked by the new Government to continue its current program and projected activities. George H. DeYoung, Council chairman, announced after a meeting in Montreal last month.

The proposed Economic Council of Canada, when formed, will absorb the National Productivity Council and its programs, Deputy Trade Minister James A. Roberts told the meeting. He said the permanent staff of the Productivity Council would be incorporated in the larger organization.

The National Productivity Council has been active during the past two years in stimulating labour-management-government consultative relations through seminars, work study programs and research projects.

The work study training program was advancing rapidly across the country, reported Dr. J. F. Lehmann, director of work study for the NPC.

A progress statement on the Halifax Work Study School was made by Commander D. T. R. Dawson, principal, and it was announced that a British Columbia Work Study School has been established; Prof. David Aird of UBC, who is going to Britain for advanced training, has been appointed to head the School and set up the courses.

The Council meeting last month followed a two-day labour-management seminar at the University of Montreal, attended by 165 leaders of labour, management, government and education. The seminar was the fourth national meeting of its kind sponsored by the National Productivity Council in co-operation with regional authorities, in this instance with the University of Montreal and the Quebec Economic Advisory Council. Earlier seminars were held in Kingston, Halifax, and Saskatoon. Others are planned for Vancouver, Toronto and Minaki Lodge, which, although in Ontario, will be the site for a seminar for Manitoba delegates.

Both Labour, Management Need Single Voices—Seminar Speaker

There is a need for unity in both labour and management groups, so that single voices could speak for the two sides. This was the view stressed by René Paré, President of the Quebec Economic Advisory Council, at the fourth annual labour-management seminar, held last month at the University of Montreal.

Mr. Paré pointed out that in Quebec there were two main labour bodies, but that together they could speak for only 30 per cent of the labour force. Later, William Dodge, Vice-President of the Canadian Labour Congress, stated that the CLC and the Confederation of National Trade Unions really spoke for all labour, for all practical purposes, and that it was not possible to organize workers in all trades. The need for unity in presenting facts and viewpoints, however, was acknowledged by all delegates.

Keith Cowan, Acting Executive Director of the National Productivity Council, said that labour-management committees, now operating in some 1,700 Canadian businesses, should broaden their terms of reference to assist Canada in becoming more competitive in world markets.

Prof. Arthur Lermer, Chairman of the Economics Department, Sir George Williams University, speaking on economic planning, commended the formation of the Quebec General Investment Corporation as an important tie between public and private investment in developing the economy. If a similar corporation was set up by the federal Government, it would boost the Canadian economy, he believed.

H. George DeYoung, NPC Chairman, stated that Canada's geographic nature required local and regional productivity and economic organizations. In this, Quebec was already ahead, he said, and local councils were in operation in Nova Scotia, New Brunswick, Ontario and Saskatchewan.

Longtime Ont. Labour Minister, Charles Daley Leaves Legislature

Charles Daley, Minister of Labour for Ontario from 1943 until 1961—a record period in that portfolio in any government of Canada—resigned last month as a member of the Ontario Legislature.

Mr. Daley, who is 72, was Minister without Portfolio from 1961 until October 1962.

He will remain as Chairman of the Niagara Parks Commission and as member of the International Bridge Commission and the Parks Integration Board.

CNTU Names Regional Directors

The Confederation of National Trade Unions last month announced the appointment of four regional directors. Those appointed, and their respective regions, are: Jean-Paul Geoffroy, Montreal; Robert Sauvé, Eastern Townships; Roland Martel, St. Maurice Valley; and Jean Paul Lalancette, Saguenay-Lake St. John.

Protective Board Secretary, CBRT's Stan Eighteen Dies

Stanley H. Eighteen, active in the Canadian Brotherhood of Railway, Transport and General Workers since 1923, died in Montreal on May 9 at the age of 62. At the time of his death, he was Secretary of the union's Joint Protective Board.

Mr. Eighteen was born in Reading, England. He came to Canada in 1920, and began his labour career by joining the Brotherhood in Brantford, Ont., in 1923. He was elected to different offices in his local, then Division No. 108. He became Chairman of the local and was elected Secretary of the Central Region General Adjustment Committee.

He became organizing representative, and subsequently, in 1942, General Chairman. His health began to decline in 1948, however, and in 1949, when the Brotherhood's constitution was changed, creating the Joint Protective Committee with its Joint Protective Board, he was not able to accept the secretaryship of the Board.

By the time the position again became open in 1955, however, his health had sufficiently improved to enable him to become Secretary of the Board, and he continued his work in this post until his death.

In spite of his failing health during recent years, Mr. Eighteen had accepted additional, heavy duties on behalf of the CBRT. He was largely responsible for the matching of seniority groups in the Brotherhood arising from fundamental changes in railway administration (L.G., Aug. 1962, p. 911).

Ont. NUPE Convention Approves Upcoming Merger with NUPSE

Delegates to a three-day convention last month of the Ontario Division of the National Union of Public Employees approved a resolution for merger with the National Union of Public Service Employees.

The two unions, both Canadian Labour Congress affiliates, become the Canadian Union of Public Employees at a merger convention to be held in Winnipeg in September.

Approval of the merger by the Ontario Division of NUPE was on condition that NUPE accept a *per-capita* tax of 85 cents a member per month and that agreement be reached on basic issues.

S. A. Little, National President of NUPE, speaking on the advantages of mergers, told the delegates that there were too many unions in Canada. He thought a union should have at least 30,000 members across Canada before it could operate efficiently.

British NEDC Calls for Growth Of 4 Per Cent a Year Till 1966

The achievement by the British economy of an average rate of growth of 4 per cent each year between the end of 1961 and 1966 should not prove impossible, according to a report recently published in London by the National Economic Development Council.

The report, however, stipulates that four main conditions are essential to success in the attainment of this rate of growth:

First, exports will have to grow faster than industry has been planning, and there will have to be an improvement in Britain's competitive position.

Second, even if the supply of manpower in general is sufficient, expected shortages of certain kinds of skilled workers will have to be remedied.

Third, the forecasts received from industry which may be optimistic but do not seem impossible, will have to be met.

Fourth, since output in the first of the five years, which has already passed, has grown by much less than 4 per cent, this deficiency will have to be made up in the remaining years.

The report says that part of the necessary growth in the supply of manpower will come by increase in numbers, but part of it will have to be met by an increase in productivity. It notes that shortages of skilled labour have never entirely disappeared, even in periods of recession. Technological progress requires an increasing proportion of trained and technical manpower in the labour force, and experience suggests that a much bigger training program will be needed to overcome shortages resulting from a faster rate of growth.

If output is to rise by an average of 4 per cent a year, output per worker will have to rise by an average of 3.2 per cent a year, the report says. Since the underlying rate of growth of output per worker cannot be expected to reach this figure for some time, it may have to rise to about 3.5 per cent, or a little more, if the required average for the whole period is to be reached.

Regarding technical changes, the report says that two urgent needs are for measures to encourage a more rapid application of present knowledge in industry and commerce, and for a quicker introduction of new techniques, processes and materials.

Increase in 1st Quarter in Blind, Disabled and Old Age Allowances

During the first quarter this year, the numbers of persons receiving old age assistance, blind persons allowances and disabled persons allowances all increased, it has been reported by the Department of National Health and Welfare.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 103,032 at December 31, 1962 to 103,159 at March 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled $9,491,314.90 for the first quarter of 1963, compared with $9,522,575.23 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $289,043,619.03.

Federal expenditures for the fiscal year 1962-63 amounted to $38,179,031.59, an increase of $7,368,446.43 over the expenditure of $30,810,585.16 in 1961-62.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,611 at December 31, 1962 to 8,634 at March 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled $1,218,596.77 for the quarter, compared with $1,217,688.81 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $40,567,509.51.

Federal expenditure for the fiscal year 1962-63 amounted to $4,881,829.11, an increase of $751,976.85 over the expenditure of $4,129,852.26 in 1961-62.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,423 at December 31, 1962 to 50,621 at March 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled $4,877,761.94 for the quarter, compared with $4,865,570.91 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $108,178,533.79.

Federal expenditure for the fiscal year 1962-63 amounted to $19,634,312.71, an increase of $3,200,702.08 over the expenditure of $16,433,610.63 in 1961-62.

In Parliament Last Month

Speech from the Throne—Unemployment on the serious scale of recent years is Canada's most urgent domestic problem, said the Speech from the Throne at the opening of the 1st Session of the 26th Parliament on May 16, and it forecast fiscal and monetary policies that would "give priority to the encouragement of soundly based industrial expansion." New industries must be created "to provide the many new jobs that are needed every year," the Speech stated.

Particular measures affecting labour that were forecast in the Speech included:

—Provision for assisting labour and management to make manpower adjustments required by technological and other industrial changes, with a continuation of special assistance for technical training in co-operation with the provinces.

—Establishment of a department of industry "to foster industrial expansion and provide a central point to which industry can look for consultation, stimulus and assistance." An area development agency would be established within the new department to co-ordinate programs for areas of chronic unemployment.

—Amendments to the Atlantic Development Board Act "to strengthen the Board and to provide for a capital assistance fund through which it can promote basic projects in the Atlantic region."

—Establishment of a municipal development and loan board to enable municipalities, with the approval of the provinces, to carry out projects that will increase employment and improve services.

—Amendments to the National Housing Act.

—Establishment of a Canada Development Corporation "by means of which Canadians can more readily direct their savings to the building of new Canadian industries, and to increasing the Canadian ownership of existing industries."

—Establishment of an economic council of Canada, "in order to assist the government, industry and labour to develop means of ensuring in Canada the highest possible levels of employment, of efficient production, and of sustained growth for our economy."

—Continuation of the existing payments to railways, "pending the approval of long-term measures concerning transportation."

—Legislation to make . . . operative as soon as possible a comprehensive system of contributory pensions, to be "co-ordinated with the existing provisions for old-age security." Reference was made to "necessarily complex" arrangements in connection with this plan.

—Provision for sustaining the Unemployment Insurance Fund to meet the claims upon it, pending legislation on unemployment insurance that is under consideration.

McGill University's 15th Annual Industrial Relations Conference

Held this year in conjunction with the annual spring meeting of the Industrial Relations Research Association. Four sessions of program, which Assistant Deputy Minister helped arrange, each had a Canadian and an American speaker

The annual conference of the McGill Industrial Relations Centre this year was held in conjunction with the annual spring meeting of the Industrial Relations Research Association. The program for the joint meeting, held in Montreal on May 6 and 7, was arranged by Prof. H. D. Woods, Director of the McGill Centre; Mrs. Frances Bairstow, Assistant Director of the Centre; and Dr. W. R. Dymond, Assistant Deputy Minister of Labour, Ottawa; in co-operation with Dr. Charles A. Myers, Immediate Past President of the Industrial Relations Research Association, and the Association's executive board.

Each of the four half-day sessions of the conference had its own theme, and there were two principal speakers, one Canadian and one American, at each session except the third, at which, owing to the subject being discussed, there were three Canadian speakers. Short papers were read by several other speakers, and some discussion was held at the end of each session.

The themes of the sessions were: Session I, "Manpower Implications of Technological Change"; Session II, "Labour on U.S. and Canadian Railroads"; Session III, "Labour Relations Policy and the Building Trades in Canada"; and Session IV, "Public Interest Disputes and Their Settlement."

The speakers were: Session I, Seymour Brandwein, United States Bureau of Labor Statistics; and J. P. Francis, Director, Economics and Research Branch, Department of Labour, Ottawa. Session II, Philip M. Arnow, Assistant Commissioner, United States Department of Labor; and Phillip Cohen, Economics and Research Branch, Department of Labour, Ottawa. Session III, Rev. Gérard Hébert, S.J., McGill University; Prof. John G. Crispo, University of Toronto; and Prof. Stuart Jamieson, University of British Columbia. Session IV, Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University; and Prof. Benjamin Aaron, Professor of Law, University of California, Los Angeles.

William Foote Whyte, Cornell University, IRRA President, presided at the conference luncheon, at which the speaker was Roger Chartier, Personnel Director, Quebec Hydro Commission.

Roger Chartier

A belief that there exists a common good, or public interest, that can—although with some difficulty—be defined and circumscribed at a given moment in a nation's life was expressed by Roger Chartier, Personnel Manager, Quebec Hydro, the speaker at the conference luncheon. He spoke on "Collective Bargaining and the Public Interest."

Such a common good should not be opposed to individual or group welfare, but it is not the sum of the various special interests, whether organized in groups or not. "Nor is it an automatic consequence of the struggle of the special interests. Such a common good is firmly embodied in each group and each individual, however transcendent it may be with respect to private interests." Nevertheless, the common good is normally, in a democracy, a reflection of private interests "shared by numerically, economically or morally important groups within the society," the speaker said.

"Who," he asked, "is in a position to see the public interest and to impose it as a guiding light?"

As a negative answer to the question, Mr. Chartier said that private groups or individuals were not in a position to define the public interest or to be guided directly by it in their own actions; nor should they be expected to do so.

> In industry, this means that management and labour organizations, and individual members thereof, pursue their own private interests as best they can, and as they see them . . . I will even insist that managerial groups, labour unions and their members can and must directly seek the attainment of their own special interests, and of these alone . . .

But he denied that he was "inviting such groups and individuals to follow the path of systematic selfishness by setting for them as their sole concrete norm of action their special interests." The relationship between the private interests of groups and the public interest may be very close, however, he averred; and individuals and groups must take the public interest "into account as a basic datum [and] must never act against it."

> In North America, our legal and economic framework does not easily lend itself to the utilization of the criterion of public interest

in union-management relations . . . Indeed, what is characteristic of both our collective bargaining systems and distinguishes them from the British or Continental ones is the accent on the individual plant as the typical locus of collective bargaining, and as the basic productive or distributive unit, at the local level.

Save a few exceptions, we do not have a vast contractual and regulatory basis, multi-employer and even industry-wide in scope. Our bargaining still favours the grass-roots dimension and reflects the spirit of free private enterprise and free individual contract, very slowly extended to larger and larger collectivities. Most contracts are negotiated at the local level between relatively free-moving parties . . .

One exception to this, Mr. Chartier remarked, was the system of decrees in the province of Quebec under the Collective Agreement Act, by which a collective agreement respecting any trade, industry or occupation could be extended to all employees and employers in the province, or in a part of the province.

If vast aggregates of unions and employers were allowed to negotiate for a whole industrial sector, both sides would be compelled to take the public interest directly into account, and they would move continually closer to it, the speaker said. "Slowly, selfish provincialisms would give way."

Since the parties to collective bargaining are not at present in a position to take the public interest as a direct guide in their negotiations, government remains as the institution that can define for them "the elements of the common good in specific instances," the speaker argued.

While I reject all forms of totalitarian socialism or state corporatism, I am forced to realize that government, and government alone, is in a position to act as definer and distributor of the commonwealth, and to state clearly the demands of the public interest for private groups and individuals whenever the need arises.

Government would be well advised to consult socio-economic groups before defining the common good and guiding them to it; and government pronouncements on the subject would be the result of numerous pressures from within and from without. Thus, the government would "have to act primarily as an arbitrator, leaning to one side against the other, that is, favouring a given set of special interests which seem to be most compatible with what it conceives to be the right direction for the society's development and the proper definition of the people's will."

In conclusion, Mr. Chartier said:

In order to broaden the views of the parties to collective bargaining . . . governments must enlarge the scope of the bargaining unit and invite the parties, through their provincial or national organizations, to co-operate ever more closely with it in social and economic matters . . .

If we are serious when we pit union or management activity against the public interest, then many changes . . . must be brought about in our legislation, or rather in the administration of our legislation. The alternative to this is the *status quo*, which I do not favour.

Session I—Manpower Implications of Technological Change

Seymour Brandwein

A "rundown" of the situation in the United States in regard to research in manpower problems connected with technological change was given by Seymour Brandwein of the United States Department of Labor. Mr. Brandwein took the place of Seymour Wolfbein, Director, Office of Manpower, Automation and Training, U.S. Department of Labor, who was unable to attend. The subject of his address was "Implications for the United States of the Research Findings of the U.S. Department of Labor."

The speaker outlined the purposes of the Manpower Development and Training Act, recently passed by Congress, the general intention of which was to provide for the retraining of unemployed workers and for the conduct of research on manpower and the effects of technological change.

Some of the points contained in Mr. Brandwein's address were:

The development of new technology in industry has brought about an expansion of the occupations requiring skill, and a contraction in those requiring least skill. Unskilled jobs have so far "absorbed the casualties of the educational system," but they can no longer be relied upon to do this. The country can no longer afford to let young people leave school without training their minds so that they can take their places in industry.

The number of persons in the labour force under 24 years of age, which during the 1950's increased by 400,000, during the 1960's increased by 6,000,000, or 15 times as fast.

Output in the production industries has grown much faster than employment, and the increase in the number of new jobs in the non-production industries has not been enough to offset this lag. In coal mining, for example, 46 miners could now produce as

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much as 100 miners had produced in 1947. And only one youngster in ten can now look for full-time employment in agriculture.

The introduction of new machines in home and industry has stepped up the need for repair skills.

The geography of job opportunities is shifting in many industries, e.g., meat packing.

Manpower must be developed to meet the demands of technological change if economic growth is not to be retarded. Space projects, which have high priority, will absorb much skilled labour that is needed in other industries.

Studies made by the Bureau of Labor Statistics have shown that the introduction of computors has caused little loss of jobs for those already employed, but has curtailed new hirings.

The Labor Department regards the federal Government's retraining program as a major research tool that can be used to find out how to make the labour force more adaptable and how manpower adjustment can be eased.

A study of the willingness of unemployed persons to undergo training has shown that many who were at first skeptical of their capacity to benefit by training became keenly interested when the matter was explained to them.

J. P. Francis

Technological changes are taking place in Canada at a rate that amounts to a revolution, and their impact on manpower requirements is considerable, J. P. Francis, Director of the Economics and Research Branch of the Department of Labour, Ottawa, told the meeting. He spoke on "Manpower Implications of Technological Change in Canada."

Technical changes in Canada have brought about significant alterations in manpower requirements, he said, and these changes have made it necessary that a growing share of the resources of the Canadian economy be devoted to education and training and that more attention be paid, in developing the education system, to the manpower needs of the economy.

The changes have made necessary also the development of new and more efficient mechanisms to permit wages more fully to perform their function of allocation of the labour force; and they have made it necessary that collective bargaining respond to labour market pressures in a way that will contribute to manpower adaptability and mobility without exposing the worker to insecurity and hardship.

Both private and public policy will need to respond to these challenges, Mr. Francis asserted. The effectiveness of the response will depend on an understanding of how the labour market functions in the face of a dynamic technology that is generating rapid changes in manpower requirements and of developing social welfare programs that tend to stand in the way of mobility and adaptability.

Mr. Francis began by describing briefly the studies of the effects of technical change on manpower needs that had been done by the Department since it began its research into this subject in 1956. It had soon been found, he said, that "technological change" for the purposes of such study had to be defined to include "the use of new materials, the substitution of capital goods for labour, the use of new production and distribution techniques, new methods of organization, and the development of more marketable products." The findings of the Department's research in this field have been published, he pointed out.

In his description of changes in manpower requirements, Mr. Francis cited agriculture as the most dramatic example: here, the use of machinery had brought about an increase in production in spite of a decline in farm employment. In manufacturing, employment in machine operation, material handling, and assembling has declined but employment in design, testing, production control and maintenance occupations has grown. Even in the air transport industry, "such occupations as flight engineers, flight radio operators, navigators, reservation agents, and even pilots, are becoming obsolete or declining in importance, while needs for a mushrooming variety of technicians and mechanics are growing."

And electronic data processing is beginning to change the character of office employment.

Dealing with the consequences of these changes for education and training, he first considered the purposes for which manpower has been used over a broad span of time. "To generalize, labour was originally used primarily as a source of energy or power, to carry, pull, push or lift objects in one way or another. The industrial revolution shifted the emphasis from labour as a source of power to labour as a means of applying mechanically produced power with dexterity to a wide range of tasks.

Now the modern technical revolution is again shifting the main ingredient of labour input from manipulative skill to an understanding of an organized body of knowledge. . . ."

Labour which is being used mainly as a source of power or energy is relatively inexpensive to provide, and the costs of its production are borne primarily by the individual and the family.

When labour is required for its manipulative skill, the costs of producing this kind of a worker—apprenticeship is an example—are shared by the worker and the employer.

When organized knowledge and the ability to apply it become the main ingredient, the costs of developing this kind of a labour supply "are usually far beyond those which can be borne by the individual worker and employer. These costs must be distributed generally throughout the whole economy if they are going to be met at all."

It was a recognition of this last fact that led to the enactment in 1960 of the new Technical and Vocational Training Assistance Act, which, in addition to providing, in co-operation with the provinces, for the expansion of training faciilties for young people, and the cost of their operation, contained provisions under which the federal Government could share in the cost of training and re-training of adults already in the labour force, whether they were employed or unemployed.

Further education and training, the speaker said, were also important as a means of increasing the adaptability of existing manpower supplies to enable the workers to turn to new kinds of work as demand required.

So far he had dealt with the implications of technological change for the development of human resources in the long run. But changing technology also created a relatively short-run manpower adjustment problem. "How effectively has the labour market allocated and re-allocated manpower in the face of the extensive changes in requirements generated by technical change?"

There was no single answer to this question, Mr. Francis said. There were, in fact, many labour markets. In some of these, such as the market for "the emerging scientific and technical occupations," wages and salaries seemed to have been fairly effective in bringing about the necessary movement of workers; but in others, such as that for most blue-collar occupations, they obviously had not.

In the former case, there seems to be a national, and even international labour market in which workers are relatively mobile, and knowledge of job opportunities widespread. In the latter case, labour markets seem to be much more local in character, mobility exists to some degree within these markets but not between them, and ties of various kinds to the community seem greater.

In recent years, the service industries have been one of the main growth sectors of the Canadian economy, while goods-producing employment has been relatively stable. Although it would appear that a considerable shift of manpower to the service sector had taken place, in fact there has been very little shift. The explanation was that the new supplies of labour needed in the service industries had come from the increased participation of women in the labour force, and to a much lesser extent by immigration.

Immigration to Canada during the period since World War II had reduced "the importance of developing wages and other manpower policies to facilitate the labour market adjustments which an increasingly dynamic technology was requiring." But now that an immigration policy which had this effect was no longer possible, "and with a wave of new labour supplies coming forward as a result of native population growth, different and even novel labour market policies and programs are now required," the speaker asserted.

"Wages cannot be relied on as the only mechanism, or even as the significant one. A range of other programs are probably required to encourage the needed movement of workers, including an efficient employment service, retraining assistance, transportation grants, resettlement allowances, manpower change assessment incentives, and probably other special purpose facilitating mechanisms.

"An inefficiently functioning labour market leads to unemployment, underemployment, and high labour costs," Mr. Francis pointed out. It is important to facilitate the operation of the labour market as much as possible, yet the increasing necessity for re-allocations of labour is contradicted by developments that tend to tie workers to their present jobs.

One of the influences that restrict, or may restrict, the mobility of workers in Canada, he said, was the degree of home ownership, which might entail considerable loss for the worker in the event of a move. Another was the development, during the past 10 or 15 years, as a result of collective bargaining to protect job security, of "a

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large number of private social security systems consisting of many elaborate arrangements which in effect build up an increasing degree of job attachment."

To the extent that these latter kinds of arrangements inhibit worker adaptation and mobility, there can be a conflict between public and private manpower policy. In the face of this conflict, it is not enough to say that certain collective agreement provisions should be dropped or drastically changed. Many of them, although tending to limit mobility, were designed to provide needed employment security for workers, as well as equity of treatment by employers. The problem basically is one of modifying these arrangements where possible to facilitate mobility and adaptation without shifting the costs of adjustment on to the worker, or exposing him to other kinds of inequitable treatment. In other words, some reconciliation of social and economic objectives is necessary.

"In Canada, there is some evidence that workers and employers are turning their attention in collective bargaining to this problem and seeking to resolve it," Mr. Francis said, citing as an example the 1962 agreement between the main railway companies and the unions representing non-operating employees.

"Private pension plans, whether established through collective bargaining or otherwise, are another important instance where employment and income security can come into conflict with the need for adaptation and mobility." The development of industrial pension plans has increased greatly, and the greater the equity built up by the worker in such pension schemes the greater the loss involved in moving to another employer.

"In a number of provinces, steps are now being taken to provide portability of pension rights in a way which will not only facilitate mobility, but make it easier for income security on retirement to be built up." He cited the step taken recently in the Montreal construction industry, where a new program introduced early in 1963 provided for portable pensions and group life insurance "in this highly seasonal industry with its mobile labour force." Although this latter plan had originally been agreed to by only about 500 employers in Montreal, it had been expanded by provincial decree to cover the entire industry within a radius of 15 miles of the Island of Montreal.

"The seniority provisions of collective agreements are another example of the basic conflict between security and mobility. Here, too, modifications of established seniority arrangements are starting to be made in a way which to some extent resolves the conflict," Mr. Francis said. So far, these modifications had mainly taken the form of arrangements for transfer of employees to plants that had been moved or to new plants opened by a particular company, or the consolidation of seniority districts to allow movement to take place over a wider area of a company's operations without loss of seniority rights.

Another collective bargaining development, as yet uncommon in Canada, was the provision for payment of wages during retraining to employees likely to be displaced by technical change.

"In summary," Mr. Francis said, "there is some evidence then that one of the most institutionalized features of labour market activity, collective bargaining, is responding to the problems of manpower re-allocation which are being generated by the impact of technical change on the demand for labour. Not enough, however, is systematically known about these kinds of developments. There is considerable room for more research. . ."

Dr. Gerald Somers

The need for research on various aspects of industrial relations was emphasized by Dr. Gerald Somers, University of Wisconsin, the discussant in the first session of the conference. Two fields in which he thought research was particularly needed were: the difference between the short-run and the long-run effects of technological change on employment, and structural factors and insufficient aggregate demand as causes of present unemployment.

In studying the long-run effects of technological change, continuity was necessary, he said, and he advocated the use of case studies, preferably using a permanent panel of workers who could be examined over a period of years.

Some studies, he said, appeared to show that insufficient total demand, rather than structural factors, was the main cause of increasing unemployment. A study on whether mobility of labour is increasing or decreasing might throw some light on this question, he suggested. Some said that the rate of productivity increase was not accelerating. Is unemployment becoming more concentrated? Recent studies, Dr. Somers said, indicated that unemployment was more dispersed than it was in 1951, and that depressed areas were not increasing in importance as a factor in unemployment.

Research was needed in how policies relating to training, education, relocation of workers, and improvement in employment service facilities could best be implemented,

and how they were working now. Widespread retraining facilities were being pushed in both countries as a panacea for unemployment, and this was sure to create disappointment. Retraining was more likely to contribute to long-range economic growth than to reducing unemployment in the short run. Research was needed on this question also.

Research was needed in means of improving the geographical distribution of the labour force, and in how relocation policies were working out.

Referring to Mr. Francis's address, Dr. Somers said that he was not convinced that pension plans were an obstacle to labour mobility. Personal matters, he thought, were more powerful deterrents. But he thought there were indications that severance pay and supplementary unemployment benefit had deterred workers from moving. Research was needed to determine how far different schemes for softening the effects of layoffs were working at cross purposes.

The speaker said that he would like to see more research relating to the workings of the labour market carried out by business concerns and unions. Both were close to the data required and had access to information, and their help was needed if all this research was to be done.

Answering a question regarding research into the moving of plants as opposed to moving workers as a means of relieving unemployment, Dr. Somers said that not much had been done so far, but that there were some indications that moving plants might not have such favourable effects on employment as had been supposed. In one case, most of the workers had had to be brought in from outside the district where the plant was established. Most of the rejected applicants had been the local unemployed. It might be desirable to move plants on social grounds, but the move must be to a viable area. This was another matter in which research was needed.

Dr. Somers said he would like to see both the Canadian and the United States Departments of Labour undertake research on such questions as these.

Session II—Labour on U.S. and Canadian Railroads

Philip M. Arnow

"The study made by the Presidential Railroad Commission is the most extensive exploration ever made of the elaborate system of rules, practices, and decisions that governs the manning of American railroads and the assignments and pay of the men who operate the nation's trains and engines. It is the first major review since the period of national control of the American railroads during and immediately after World War I."

Philip M. Arnow, Associate Commissioner, Bureau of Labor Statistics, U.S. Department of Labor, and former executive director of the Presidential Railroad Commission, gave this description of the Commission's work in a paper on "Findings of the U.S. Presidential Commission."

The most important of the subjects on which studies were prepared at the direction of the Commission, he said, were: the pay structure of railroad operating employees; the manpower situation, including employment trends, age distribution and length of service, rates of retirement, death and withdrawal, and unemployment and sickness benefits; and practices affecting operating employees in the industry. Because the entire pay structure and a number of fringe benefits were in dispute, the Commission authorized a review of pay and benefit practices in other industries, including other transportation industries.

The broad conclusion of the [Commission's] report were several: that a gap had developed between technology in the industry and work and compensation rules, and that this gap had not been closed by bargaining as hitherto practised; that the rules governing the manning of engines and trains and the assignment of employees should be revised to permit the elimination of unnecessary jobs and, at the same time, to safeguard the interests of the individual employees adversely affected; that the entire complex and intricate system of compensation should be overhauled; and that procedures for the administration of rules and the disposition of grievances should be revised.

"The Commission strongly urged that solutions to the issues be found within the framework of collective bargaining," Mr. Arnow said. "It refused to recommend removal of the questions in dispute from the scope of collective bargaining, and stated its belief that procedures for handling them within the collective bargaining process could be achieved . . ."

The Commission's report, the speaker said, "listed four basic considerations that had governed the thinking of the public members: (a) that the nation is entitled to a safe and efficient rail transport system; (b) that management should be accorded reasonable opportunity to install techno-

logical improvements; (c) that employees are entitled to work under a sound and equitable pay structure and under conditions which promote efficiency, safety and security; (d) that where improvements in technology leading to greater productivity adversely affect employees, adequate provision must be made for their welfare."

Regarding manning issues, the Commission dealt with the general situation in the industry, the use of firemen-helpers on diesel engines, the training of engine service employees and the consist of train crews.

Respecting firemen in road freight and yard operations, "it found that there was a degree of over-manning so widespread as to warrant its conclusion that the carriers not be obligated to hire new firemen to man road freight and yard diesels, and be authorized to terminate firemen with less than 10 years' service. In the case of the crew consist issue, it found much less overmanning . . ."

The Commission's recommendation envisaged the retention of firemen with 10 years' service, all of whom were in sight of being promoted to engineer positions within a reasonable number of years; a schedule of benefits based on the Washington Job Protection Agreement, supplemented by substantial advance notice and retraining allowances, was provided for employees with less than 10 years' service . . . the present supply of firemen should provide an adequate source for new engineers for a number of years ahead. To ensure that there is an adequate training program to supply future engineers, the Commission recommended that the carriers and the engine service organizations establish a joint committee to develop a training program.

The Commission set forth its belief in both the benefits of technological progress and the need to protect employees who might be adversely affected by new technology.

The Commission found that the key area of dispute impeding the achievement of the benefits of new technology lay in the resolution of rules or agreement issues incident to technological change, such as seniority arrangements, the setting of job rates if job content were changed, the allocation of work among crafts, or other working conditions. It recommended that the parties, through the process of collective bargaining, agree upon procedures, including the possibility of arbitration, to resolve disputes over such rules or agreement issues when protracted dispute might impede the introduction of technological change or the realization of its benfits . . .

According to the recommendations, only two matters would be excluded from negotiation and arbitration: management's right to introduce technological changes—the Commission confirmed this—and the question of the protection to be given to displaced employees, which it regarded as a matter that should be covered by agreement in advance.

The range of issues concerning pay considered by the Commission was extremely complicated, including as it did "a system of limitations upon earnings through the device of mileage limits as well as a system of earnings guarantees, in some cases administered on a mileage rather than an earnings basis; a complex wage rate system involving intricate special allowances and system of rate graduation; and a system of selection of assignments by seniority . . ."

In addition there were issues of hours reduction and accompanying rate adjustment, and issues involving fringe benefits, all of which were also "intertwined" with wage structure considerations.

The Commission was disturbed about the unusually long hours worked by many railroad operating employees, and it "recommended that the present maximum limits on hours be shortened from 16 a day to 14, and eventually to 12, and that overtime pay be instituted for hours worked over eight where it is not now paid for such hours.

A series of recommendations was made to modernize the pay structure, including: the elimination of the dual basis of pay in local freight service and the substitution of a daily rate system; a basic revision of the dual system of road freight service so that pay would be based upon miles run plus hours worked in substitution for the present alternative method which frequently results in long hours with no overtime pay; compression of the vast differences that now exist in compensation by increases for a large proportion—as many as 75 per cent—of the employees involved; related adjustments in the systems of extra payments or "arbitraries," and in the systems of guarantees and limitations.

Since the compensation question before the Commission was revision of wage structure rather than an adjustment in the general wage level, the Commission held the net effect of its proposals, in terms of immediate impact on earnings, to an increase of approximately 2 per cent. The Commission strongly recommended that the parties establish joint continuing machinery for continuing work on the wage structure.

Fringe benefit recommendations were made in the light of the background of each issue in the industry. Holiday pay was given to employees who are paid on a daily basis without a mileage component in their basis of pay, or who would be so paid under the Commission's pay recommendations; it was denied to employees who would continue to be paid on a mileage basis.

Provision of away-from-home terminal expense was recommended, after consideration of practices in the industry and in other industries, when employees were released from duties away from their home terminals for five hours or more.

In conclusion, the Commission called for more modern and professional attention to the labour relations function within

management, to mergers among the employee organizations, to a review of the operations of the National Railroad Adjustment Board and to re-appraisal of the need for public financial support of neutrals used in deciding cases involving the application and administration of agreements.

"Above all, it repeated its emphasis upon the parties' establishing continuing joint machinery to ensure that a transition to a new state of affairs in the industry proceeds smoothly and expeditiously."

Phillip Cohen

Between 1948 and 1960, the total number of persons employed on the Canadian National Railways in the Maritimes region fell by 16 per cent, from 16,600 to 13,900, and between 1948 and 1958, "years in which physical output was approximately equal," from an index of 100 to one of 89.

These changes in employment were cited by Phillip Cohen, Chief, Training Research Section, Economics and Research Branch, Department of Labour, Ottawa, as evidence of the effect of technological change on manpower requirements on Canadian railways. In his paper on "New Technologies and Changing Manpower Requirements in Canadian Railroads," he pointed out, however, that "larger productivity gains have been achieved in the Maritimes region than in the C.N. system as a whole." This might be due to a number of factors, he said, "not the least important of which is the fact that changes in technology were introduced earlier and more intensively in the Maritimes."

This was the reason, he said, why experience in the Maritimes region gave a clearer picture of the impact of technological changes on manpower than could be obtained on other parts of the C.N. system, and why it provided "a guide to the possible impact of technological change in other regions of the C.N. and in the railway industry generally."

Technological change has had an important effect on employment and a drastic effect on the structure of the work force, the speaker said. Changes in both white- and blue-collar employment have had the general effect of raising the level of skill and technical knowledge required.

Regarding white-collar workers, electronic data processing has had an important effect on the kinds of persons in both management and staff who are required to deal with the new methods themselves, and on those who are displaced by these methods. It has reduced the number of persons required for routine clerical work, and has brought into being a number of new occupations, such as programmers and computer operators. The new occupations generally require more education and technical knowledge than was needed in clerical work in the past.

Similarly, among blue-collar workers, one of the main effects of technological change has been to reduce the demand for unskilled workers and to increase the demand for the more highly skilled. The growing occupations, therefore, are generally those that call for more than the usual amount of education and training, and this makes corresponding demands on training programs within the railway industry and on the educational system outside it.

"To the extent that training and retraining can assist workers adversely affected by technological change, the railway industry, with its long tradition of training, is in a more favourable position to accomplish this than many other industries that lack this tradition," the speaker remarked.

His paper was based on the findings of a study conducted by the Department of Labour in the summer of 1961. For purposes of the study, "the Maritimes area," consisted of Nova Scotia, New Brunswick, Prince Edward Island, and "a small number of subdivisions in Eastern Quebec."

The most notable technological changes that have taken place in the railway industry in the Maritimes, Mr. Cohen said, were: dieselization, centralized traffic control, changes in the mechanization of ways and structures work, the use of new and improved materials, and electronic data processing.

Dieselization he described as "by far the greatest factor in improved efficiency." Changes in mechanization of ways and structures work has had "the greatest impact on manpower, next to dieselization." Potentially the most far-reaching of all the technical changes that have come into sight for the railways during the 1950's, next to dieselization, is the humpyard, he said. "The modern humpyard is probably one of the nearest approaches to complete automation on a large scale that is used in train operations today."

> The use of diesels has had its main adverse effect thus far on employment in the shops, that is in maintenance and repair work. Diesels require far less servicing on the road than steam locomotives and . . . less frequent and less extensive repairs in the back shops. Moreover, replacement parts are usually bought from the outside, whereas most replacement parts for steam locomotives were manufactured in the railway shops . . .
>
> Dieselization has had effects on other classes of employees, some favourable, some adverse. The decrease in freight firemen is a direct

result of dieselization, although traffic declines have also played a part. Less directly, it almost certainly provided an added impetus to the introduction of centralized traffic control on single track lines, which resulted in reduced maintenance requirements in the "Ways and Structures" division . . .

In "Ways and Structures," the two hardest hit groups were extra gang labourers and sectionmen. In "Transportation Non-Train," agents and caretaker agents at small stations, general and freight shed foremen, train dispatchers, and yard masters and their assistants all were adversely affected. In the "Transportation-Train" division, engineers, brakemen, conductors and firemen on both freight and passenger service all show marked declines over the period, Mr. Cohen said.

Among the occupational groups that experienced growth in the 12-year period, the greatest expansion occurred among heavy equipment operators, such as steam shovel, bulldozer and electric crane operators. Other broad occupational groups that more than doubled their employment levels are the professional and semi-professional occupations, various types of instructors, yard supervisory occupations, and machine operators . . .

Another technological change, one that has barely started and which should have "broad manpower implications," is that of "integrated merchandise services," which the speaker described as a system of transport by which goods in carload lots are moved by rail to distant centrally situated points, from which they are distributed in smaller lots within the surrounding district by truck. This method is also applicable to passenger traffic, buses and self-propelled railway cars being used instead of trucks.

"It is evident that this plan foreshadows the closing of local small stations to some extent and the abandonment of many branch lines," he said. But "present regulations—both federal and provincial—stand in the way of the plan in its totality," although its development was regarded favourably by the Royal Commission on Transportation, and the trend "strongly suggests" that it will eventually come into existence. "Piggyback" and "containerization" were among the methods used in integrated merchandise services.

Electronic data processing, the conversion to which began in the Maritimes area in 1956 with payroll operations, by the end of 1960 had embraced capital accounting, accounts payable, car tracing and car accounting, revenue accounting, labour cost distribution, and various other tasks. "There is every indication that other clerical functions will also be moved to E.D.P.," Mr. Cohen said.

Rising productivity indicates a more efficient use of resources, the speaker pointed out, using three measures of productivity as illustration. In the Maritimes, car-miles—a physical measure of output—rose from an index of 100 in 1948 to 114 in 1960, an increase of 14 per cent. Gross ton miles—another physical measure of output—were almost 20 per cent higher in 1960 than in 1948. Revenue units, however, increased at a slower rate, less than 7 per cent.*

"Labour input per car-mile fell about 34 per cent, in terms of man-hours worked," Mr. Cohen reported.

He then said that the skill level of the labour force had increased significantly over the period. Skilled workers rose from 24 per cent to 28 per cent, semi-skilled from 37 to 38.5 per cent, whereas unskilled workers declined from 38.5 to 33.0 per cent of total employment. Skilled and semi-skilled workers accounted for roughly two thirds of all employees in 1958 compared with three fifths in 1948.

Technological change has had a marked effect on occupational structure. And the greater proportion of occupational changes in all five functional divisions tended to occur in the period 1955-60, a period when capital investment per employee was rising.

This would tend to indicate that the rate of technological change was greater in the post-1955 period than in the earlier period. This is further borne out by the fact that employment levels in an overwhelming majority of the occupational groups declined in the period 1958-60, at the very time when output rose in the order of 15 per cent.

"The cumulative effects of all the changes," Mr. Cohen concluded, "has meant that large numbers of employees have been faced with a serious disruption of their pattern of work, place of employment, skill, and in many instances with a loss of employment. This has confronted management, labour organizations and the workers affected with the serious problem of adjusting effectively to the dramatic changes that have taken place."

He said, however, that the setting up, by the recent agreement with the non-operating unions, of a job security fund to deal with these problems of adjustment reflected an awareness on both sides of the need to find acceptable solutions to the human consequences of technological change.

*A car-mile is a unit of car equipment moved a distance of one mile, a ton-mile is a ton moved one mile in road freight or passenger trains, and a revenue unit is a measure of revenue output consisting of revenue ton-miles and revenue passenger miles in the ratio of 1:2, which approximates the relationship between the two on a revenue basis.

Morris A. Horowitz

The Canadian solution to the diesel firemen issue proved to be rather lenient for the employees involved, as was implied by testimony of both the carriers and the Brotherhood of Locomotive Firemen and Enginemen before the Presidential Railroad Commission appointed in November 1960 to inquire the question of work rules on railways in the United States.

This statement was made by Morris A. Horowitz, Northeastern University, Boston, in a paper read in the period after the addresses of Philip Arnow and Phillip Cohen. The paper was titled "The Diesel Firemen Issue: A Comparison of Treatments."

The diesel firemen question was "the critical issue in the current work rules dispute between the American railroads and the labour organizations representing the operating employees," he said.

"For a number of years after the introduction of diesel engines by American railroads in the late 1920's and early 1930's, only one man, an engineer, was generally used on diesel locomotives," Mr. Horowitz pointed out. In 1937, however, as the result of negotiations that followed a request made by the Brotherhood of Locomotive Firemen in the previous year, "the so-called National Diesel-Electric Agreement of February 28, 1937" came into effect. This agreement "for all practical purposes required the use of a fireman-helper on almost all diesel locomotives in use at that time."

The agreement, according to the union, meant the employment of some 700 additional firemen; but by 1962 the problem of firemen on diesels had increased manyfold, and the number of men involved had grown to "well over 30,000," Mr. Horowitz said.

The use of diesel locomotives began later in Canada than in the United States, the first being used in yard service by the CPR in 1943. Shortly afterwards, as a result of discussions with the Firemen's union, the company began to assign firemen to yard diesels. It was not until December 1948, however, that the "diesel rule," similar to the provisions of the U.S. agreement of 1937, was included in a collective agreement.

In 1954, the company notified the union of its desire to amend the diesel rule to allow diesels to be operated without firemen. This proposal was later withdrawn, but was "seriously" renewed in 1956. In the same year a similar proposal with regard to the National Diesel Agreement was made by the American railways for the first time, after they had been operating diesels with firemen for 20 years.

The Canadian National withdrew its 1956 proposal to change the diesel rule, and the "carriers in the United States also withdrew their proposal as part of the settlement for a three-year agreement that included a moratorium on changes in working rules. The Canadian Pacific, however, perhaps foreseeing increased difficulties with this issue as more time passed, refused to withdraw its proposal.

The speaker went on to outline the progress of the dispute between the CPR and the union, leading to the appointment of the Kellock Commission in January 1957, the report of which was rendered in December of the same year (L.G., 1958, p. 256); the subsequent short strike; the signing of an agreement by the CPR and the union in May 1958; the opening of the question by the Canadian National, and the signing of an agreement by that railway with the union in April 1959.

He then described briefly the progress of events in the United States, beginning in November 1959, when the American railways demanded a rule that would give the carriers the right to decide when firemen were needed on other than steam locomotives. This led to the appointment of the Presidential Railroad Commission on November 1, 1960.

The speaker said that CPR witnesses at the hearings of the Presidential Railroad Commission showed that they were dissatisfied with the slowness of the rate at which the number of firemen on diesels was being reduced under the agreement and said that it had been agreed to only because it seemed the expedient way to settle the dispute. The evidence before the Commission seemed to warrant the inference that the process of eliminating the firemen from diesels in freight and yard was "much slower than anticipated," Mr. Horowitz said, and it appeared likely that it would take longer than the 10 years the CPR had originally estimated it would take.

The Presidential Railroad Commission had shown itself "concerned lest the procedures for eliminating the firemen from the diesel locomotives drag out the final solution." If its recommendations were at length accepted, "the final solution to employment of firemen-helpers on diesel locomotives will be reached much more rapidly in the United States than in Canada."

Mr. Horowitz outlined these recommendations. Their effect, he said, would be that "within five years after adopting the recommendation, the railroads in the U.S. would have reduced the number of firemen-helpers

by about 44,000, or 66 per cent of the total."

The Canadian plan provides a much slower process—more nearly normal attrition. Nevertheless, he said, the proposal in the U.S., although less lenient for the firemen, did provide job protection for the long-service men and some financial benefits for many of the younger employees "who can be rather easily trained for other jobs, and who can readily move to other employment."

Session III—Labour Relations Policy and the Building Trades in Canada

Rev. Gérard Hébert

Quebec's system of "juridical extension" of a collective agreement to cover all employers and employees in the same industry in a certain region seems to be rather well suited to the construction industry, "in which competition is keen, unionization difficult and conflicting forces constantly at work," said Rev. Gérard Hébert, S.J., of McGill University in a paper on "Juridical Extension and the Building Trades in Quebec."

Father Hébert, after a brief description of the system, dealt with its impact on labour and management organization, the bargaining unit, the wage level, and on industrial conflict.

From the workers' point of view, perhaps the most important effect of the decree system is that it has imposed a uniform rate of wages throughout the industry for each type of on-site construction work for union and non-union workers alike, he said. This was in contrast to conditions in large metropolitan areas in other parts of Canada, where wide differences were found between union and non-union rates. A few years ago in Toronto, for example, union carpenters working on industrial and commercial projects earned $2.90 an hour and carpenters working on non-union residential construction, $2 an hour or even less.

Regarding the effect of the uniform rate of wages under the decree system on the general level of wages, Father Hébert said:

> The relative differential between the Toronto union rate and the Montreal decree rate for construction labourers has been substantially narrowed since the inception of the decree system in Quebec. This suggests that the labourers' rate in Montreal under the decree system is effectively a union rate, the remaining regional differential being explained by the different economic environment. For the most highly paid workers of the industry, the Toronto-Montreal relative differential has not decreased in a permanent and noticeable way, but it has not widened . . . [But perhaps they] could have obtained better rates of wages on big union contracts under a different system.

The decree, owing to its effect on the structure of the bargaining unit, and owing to "uniform across-the-board wage increases for all trades . . . granted every one, two, or three years, according to the length of the contract," has resulted in bettering relatively the position of the lower-paid categories, he said, adding, "This effect, although involving its difficulties and problems, may not have been too far away from the purpose of the founders of the Act."

Regarding labour and management organization, Father Hébert said that the decree system has had a definite influence, although it is difficult to assess its exact importance.

During the first years of its application, between 1935 and the beginning of World War II, it undoubtedly caused an increase in the number of local unions in the building trades; but since World War II the impact on unionization is much more difficult to evaluate.

> In the day-to-day life of the union, the existence of a decree creates the following difficulty: the workers being protected by the decree and having to pay a levy to the joint committee do not see as clearly as they otherwise would the reason for joining a union. Concerning the effect of this situation on unionization, no absolute conclusion appears possible.

A comparison of the situation in Quebec with that in Ontario, however, "tends to show that the development of labour unions in the construction industry in Quebec has been roughly comparable to that of corresponding unions in the neighbouring province . . . this would imply that, on the whole, the adverse effect of the decree system on unionization may not have been as wide as one might think . . . In spite of the presence of the syndicates and of the decree system in Quebec, some international unions, as far as the number of their locals is concerned, have grown in much the same way in Quebec and Ontario, and even in British Columbia . . . On that basis, an hypothesis could be made to the effect that factors other than the decree system may have had a greater influence on the development of unions.

> Concerning management organizations, the impact of the decree system is probably subject to less controversy, although the general influence may have been more scattered over time. Due to the obligation of bargaining regularly in order to maintain and amend the decree, employers were forced to get together and take a common position. Construction associations existed in Montreal and Quebec before the establishment of the decree system;

but everywhere else they appeared following the application of this labour-management relations formula. On the other hand, in many areas, especially in less populated and less economically developed districts, juridical extension of a collective agreement was bargained for by a group of employers lacking any formal association among themselves . . .

The juridical extension of collective agreements presupposes the existence of a labour organization and, because of the structure of the construction industry, at least an incipient management organization. This in itself is a factor of cohesiveness and of a certain unity . . .

The effect of the decree system on the bargaining unit has been to establish a multi-employer, multi-trade and geographic unit, Father Hébert said, although, he pointed out, there were a few instances of multi-employer bargaining in Quebec before the system was established in 1934. But "the basic idea of juridical extension renders single-employer bargaining useless except in special cases."

Multi-trade bargaining is even now very seldom found in the building trades on the North American continent, Canadian examples being limited to a very few huge projects, he said.

Definition of the bargaining unit with reference to a geographic territory is the third major characteristic of the Quebec system, Father Hébert said. There has been an evolution in British Columbia in that direction for a number of years, and the Ontario Royal Commission on Labour Relations in the Construction Industry had recently recommended certification for building trades unions should be applied to a given territory. But under the Quebec system of juridical extension, "the territorial bargaining unit becomes a necessity."

Turning to the effect of the decree system on industrial conflict, the speaker said:

The construction industry in Quebec in comparison to the same industry in other provinces and in the United States has been extremely peaceful, although strikes do occur once in a while for various reasons. With respect to industrial peace, the influence of the decree system seems to have been very important. By ensuring to all construction workers relatively good working conditions, the system has removed one of the main, if not the main cause of industrial conflicts. The structure of the bargaining unit, with its multi-trade composition, has also had a stabilizing influence on industrial relations . . .

A second factor in the industrial peace promoted by the system has been absence of jurisdictional conflict, as a consequence of the detailed definitions of trades that appear "in every single decree now in force in the province." A third factor which may have had the deepest influence in keeping the industry peaceful, Father Hébert said, appears to be the long experience of bargaining that has resulted from the decree system.

The frequent and regular contacts of the interested parties which have been going on for almost 30 years have given the persons concerned enormous experience in bargaining together, and have created real friendship among them. This helps in solving peacefully the many problems that arise between the parties both during and after the bargaining period.

Prof. John H. G. Crispo

"The key to a lasting improvement in labour-management relations in construction lies in a gradual centralization of bargaining practices in the industry . . . Only by moving toward a modified form of industry-wide bargaining—at least within each of the major sectors of the industry on a local basis—is there much hope of reducing the difficulties raised by the existing segmented approach to collective relations in the industry," said Prof. John H. G. Crispo of the School of Business, University of Toronto.

Such a movement, he explained, would probably lead to a speed-up in the trend toward more standardized working conditions in the various trades, to a reduction in the incidence of staggered trade-by-trade tie-ups, to a more ready means of sorting out jurisdictional difficulties, and other improvements.

"In the long run, a movement toward more centralized bargaining would no doubt contribute to a gradual consolidation among the building trades unions, one of the ultimate solutions to the labour problems of the industry."

Prof. Crispo devoted the first part of his paper, on "Union-Management Relations in the Construction Industry: The Outlook in Ontario," to a brief review of the conditions in the industry in the province that led to the appointment of the Goldenberg Commission, and to a consideration of that Commission's report (*L.G.*, July 1962, p. 775).

After giving a summary of the recommendations of the Commission that the Government had acted upon and those that it had so far left in abeyance, he said that, "because a number of the major recommendations of the Commission have yet to be acted upon, it is impossible to assess the over-all impact of its proposals."

But, he asserted, most of the Commission's suggestions—aside from those designed to curb exploitation of labour and to reduce the incidence of illegal activity—were intended to do little more than pave

the way for an improvement in labour-management relations in the industry. And, if this was the general objective of the Commission, "it is debatable whether the proposed changes go far enough." There were two further possibilities that should be considered, he suggested, both of which aimed at facilitating multiple bargaining in construction.

The two possibilities were: a change in the appropriate unit for certification, and measures to strengthen the position of the contractors' associations.

The Goldenberg Commission had realized, Prof. Crispo said, that in the construction industry the appropriate unit, for both certification and bargaining purposes, was "the local labour market for a given type of tradesmen."

The Commission, however, had limited itself to recommending that multi-employer certification on an area basis be limited to those cases where each of the employers involved was willing to consent to it, and where the applicant union was able to adduce evidence of majority support among the employees of each individual firm. "Given these limitations," Prof. Crispo said, "it should be obvious that any such concession is likely at best to be of marginal practical import.

Ultimately, the only way to make any progress in this direction will be to provide for compulsory multi-employer certification, within each trade, on an area basis. Although it might be necessary to subdivide the industry for this purpose (i.e., along such lines as road-building, residential construction, and commercial and industrial construction), "this would still amount to a significant advance over the present arrangements.

In the absence of such a change it is doubtful whether any sort of stable relationships can ever be expected to emerge in those sectors of the industry which have characteristics similar to those in the residential field. Wherever there are many firms, turnover is high, and competition is intense, it will remain unduly difficult for the building trades to establish and maintain themselves in a stable position in the industry. As long as this remains the case, periodic outbreaks of violence and chaos may be unavoidable.

Dealing with "the critical role" contractors' associations play in the collective bargaining framework of the industry, he said that over the years these associations have been assuming an increasingly significant part in bringing about more multiple negotiations in construction. Although the Goldenberg Commission had strongly endorsed any movement in the latter direction, "it did not link its views on this subject to the position of the contractors' associations in the industry. Instead, it contented itself with recommending that provision be made for a degree of multi-employer and multi-trade certification."

Prof. Crispo suggested, however, that a "more formal recognition of the role contractors' associations play in the construction industrial relations system would be a far more effective way" of facilitating multiple negotiations.

Regarding the attitude of the unions, he said "most of the building trades have long resisted the idea of multi-trade bargaining because of the reduction in bargaining power which they feel would result from it." Notwithstanding an apparent growing interest in such a possibility among the construction unions in Ontario, the speaker said, "It is doubtful whether any of the major unions in the building trades have yet come to the point where they would be prepared to surrender sufficient autonomy to enable any real progress in this direction. They are much too aware of the advantages of the whipsaw technique—both within and between the trades—to give it up lightly.

"If a gradual movement toward more multiple bargaining in construction is essential to a rationalization of labour-management relations in the industry, it must largely depend upon the contractors' mustering sufficient strength to insist on it," Mr. Crispo argued. "Because of the competitive nature of the industry, however, contractors and their associations have frequently lacked enough power and cohesiveness to withstand the divide-and-conquer tactics of the unions . . .

From the point of view of the contractors, there is no ready solution to this problem. An agreement to pool losses in the event of a strike would be one possibility. Potentially more effective would be the adoption of legal or extra-legal means whereby individual contractors could be induced to transfer their bargaining rights to an appropriate association of contractors. Experience in Ontario would seem to suggest that this sort of approach may hold out the only hope for building up sufficient strength among the contractors' associations to enable them to insist on multiple negotiations.

One way of strengthening the position of the contractors' associations would be "to grant to these associations the right to seek the same type of exclusive bargaining rights for their members as has long been the prerogative of their counterparts, the unions. While this would not of itself rule out such practices as whipsawing, it might make them more difficult to employ. Once having certified a given contractors' association, for example, it could be made an act of bad faith for a union to attempt to deal with an individual contractor on a separate basis . . . . As a further refinement of this

general approach, provision might also be made for something akin to union security for such associations."

But "in considering the pros and cons of compulsory multi-employer certification and/or certification of contractors' associations, a number of difficulties must be borne in mind," Prof. Crispo pointed out. Even more basic than the administrative feasibility of these possibilities is the question of their potential effect upon the public at large. "Although the difficulties that had plagued the construction industry in Ontario in recent years were obviously detrimental to the public interest, the cure proposed might turn out to be worse than the disease."

Assuming that the measures discussed above would in fact contribute to the emergence of a more rational industrial relations system in construction, that by itself is not sufficient to prove their desirability. Either by themselves or in combination, there is the fact that such measures would tend to facilitate whatever opportunities there may already be in the industry for union and management to engage in collusive practices in restraint of trade. This sort of risk would have to be weighed against the advantages which might be expected to accrue from the introduction of such measures before an intelligent assessment of their net effect could be made.

Dr. Stuart Jamieson

During the decade 1950-60, construction workers in British Columbia accounted for almost 25 per cent of all strikes, although they comprised only 8 per cent of all union members in the province; in the rest of Canada and in the United States, construction workers accounted for approximately 18 per cent of all strikes, said Dr. Stuart Jamieson, Professor of Economics, University of British Columbia, in a paper entitled, "Economic Instability and Industrial Conflict—The Construction Industry in British Columbia."

From a comparative study of changing patterns of industrial conflict by Ross and Hartman, Dr. Jamieson quoted the finding that in almost every one of the 15 nations they surveyed, the average duration of strikes had declined since the pre-war period; but in Canada, the average duration had almost doubled in the decade after the war compared with the decade before the war. In British Columbia, the average duration of strikes during the 1950's was almost 50 per cent above the Canadian average.

Here Prof. Jamieson explained the classification of strikes into two categories: legally authorized "economic" or "interest" disputes, and illegal "protest" or "wildcat" strikes. Most of the construction industry strikes in British Columbia in the 1950's had been in the latter category, he said, which was contrary to general world-wide trends, but most participants and man-days of employment lost had been in the economic strikes category.

Unusual also was the timing of the economic strikes—they were concentrated in years immediately following, rather than preceding, boom periods of business activity. He went on to explain the reasons for this divergence from the norm—such as drastic structural changes in the industry during the period, and unusually rapid population growth and economic expansion.

A changing union pattern, construction work on major projects carried out by large international firms, "international agreements" between such firms and numerous international construction unions, and conflict between local union groups and their headquarters in the United States, had contributed to the unusual pattern in the province. Fluctuations in the construction industry of the province had also been much more extreme than in Canada as a whole. The pattern of capital investment had been uneven as well. Construction booms had resulted in the making of wage offers and the granting of fringe benefits that were too high "over the long pull" as far as the general public and smaller companies were concerned.

The biggest and most-prolonged "interest" disputes in the history of the B.C. construction industry occurred during 1952 and again in 1958, and practically all of these, in contrast to the wildcat strikes, were in the building section of the industry, and in the metropolitan Vancouver area, not in the major projects located farther out. Disputes in the industry fell sharply after 1958, said the author, "due to the continuation of serious unemployment and a low level of construction activity."

New provincial legislation enacted in 1959 should discourage illegal strikes in the future, and more efficient handling of grievances by both unions and employers, together with a consolidation of agreements with employers, would reduce the number of future disputes, he believed. (See also "Regional Factors in Industrial Conflict," by Prof. Jamieson in the September 1961 issue of the LABOUR GAZETTE, page 878).

Peter Stevens

The fundamental problem for both labour and management in the unionized sector of the construction industry during the boom period since World War II has been "the snowballing effect of resorting to short-term expediency," Peter Stevens, Director of Labour Relations, Canadian Construction Association, told the conference in a short

address on "Labour Relations Policy and the Building Trades in Canada." Mr. Stevens was one of the discussants at the session on labour relations in the building industry.

In the present "buyers market" labour and management now acknowledge that they have together "slowly but surely in some trades, been pricing themselves out of some markets altogether, e.g., bricklaying and plastering." Unions have to come to a better realization "that what matters more to most construction workers is their annual income rather than the hourly wage rate," the speaker said. The aim of labour relations in the industry should be "a greater volume of work giving labour more employment with gradually improving working conditions, and contractors a better chance to perform more work" at a reasonable profit.

This aim, Mr. Stevens suggested, could be reached through the pursuit of three long-term goals: the widest possible acceptance of multiple bargaining; the minimization of competition that is based on differences in wage rates, fringe benefits and hours of work; and a more responsible attitude by labour and management both at the bargaining table and during the life of collective agreements.

Multiple bargaining, which means that all trades negotiate one agreement covering one project, centre or area, "does not necessarily mean that the various crafts need to lose their identity or bargaining power. Separate appendices for each trade can take care of this," he said. But it does mean better protection for contractors against delays as a result of staggered work stoppages, and for union workers against picket-line-crossing problems.

> Equality of wage rates, fringe costs and the hours of work does not mean equality of labour costs. These productivity will govern through job organization and work performance. This situation can probably best be brought about through a special construction industry Fair Wage and Hours Work, or Standards Act . . . Such legislation would need to provide for really effective enforcement—probably on the proven Quebec lines by "joint committees." . . . It would also—to overcome union objections—probably need to include some form of indirect protection of their legitimate interests. . .

Most important is the need for all parties to accept still more of their respective full share or responsibility both at the bargaining table and during the life of an agreement, Mr. Stevens said. To management this means recognition of substantiated valid union demands and full compliance with all agreement provisions without attempts at "cutting corners". To labour this means a realistic approach to negotiations on the basis of workers' best long-term interests. It also means the elimination of jurisdictional disputes and picketing for strikes during the life of an agreement, which are illegal in Canada. It may in time also mean the recognition of new trades and the consolidation, if not elimination of others.

"We must look ahead, learn from the past and resolve to resist once and for all short-term expediency temptations. We must carefully pursue long-term objectives and lay out a time schedule to implement these," he said in conclusion.

Dr. Gordon Blake

Dr. Gordon Blake, United College, Winnipeg, another discussant at the session on labour relations policy and the building trades, commenting on Father Hébert's address, thought that the Quebec system contained inherent biases, and that it involved the government deeply, placing great responsibility on the Minister of Labour, of whom it required "serious value judgments." It might spread a bad bargain as well as a good one, and it might accentuate wage increases or lags.

Under the Manitoba Fair Wages Act, a Fair Wage Board annually determined and reported to the Minister of Labour on wages and prevailing rates in on-site construction work. The Minister might approve or disapprove the recommendations. Dr. Blake thought that the results were not essentially dissimilar from those reached under the Quebec system, and they amounted to compulsory arbitration in the construction trades.

He said that Prof. Crispo's observations regarding future methods in the construction industry in Ontario might be unrealistic, but they were eminently courageous. What was wanted in the construction industry was a permanent labour force.

Question Period

In the question period at the end of session on building trades and labour relations, Father Hébert, replying to a question about political interference under the Quebec system, said that it was necessary to distinguish between the jurisdiction of a decree and its content. Examination showed that the influence of government had been important, but more regarding the jurisdiction than the conditions of an agreement. Under the Canada Labour Relations Act, he remarked, the Board had the power to decide upon jurisdiction; and although there had been some political interference in Quebec, there must be an authority regarding territorial and industrial jurisdiction.

Replying to another question as to why a similar system had not worked better than it had in other provinces in the 1930's, Father Hébert thought that the reason it had worked in Quebec and not elsewhere in Canada was to be found in the social environment, which in Quebec was more under European inspiration. The French culture, he thought, had helped to prepare the people for the legislation.

Prof. Crispo remarked that the system had had some success in the garment trades in Ontario. Lack of enforcement by government might be one cause of lack of success, he suggested.

Mr. Stevens agreed that enforcement was important. No working standards legislation was worth the paper it was written on unless it was enforced, he said.

Answering a question about racial discrimination in the unions as a factor in the lack of organization among Italian cement workers in Toronto, Prof. Crispo said that there was some evidence to support this; but, on the other hand, some unions included many Italians. He thought the causes were to be found more in the nature of the industry. The unions had appeared to be quite content to build a wall around the organized territory, and not to worry about the workers outside.

Session IV—Public Interest Disputes and Their Settlement

Prof. H. D. Woods

Canadians have already accepted intervention by government in labour-management negotiations to a degree that usually shocks Americans when they first encounter it, and in general there is a much higher rate of direct participation by government in economic life in Canada than in the United States, said Prof. H. D. Woods, Director of the McGill Industrial Relations Centre, who spoke on "Canadian Policy Experiments with Public Interest Disputes."

Prof. Woods's address was devoted mainly to a description of Canadian legislation dealing with public interest disputes. Starting with the unsuccessful Mines Arbitration Act passed in Nova Scotia in 1888, he went on to describe the Railways Labour Disputes Act passed by the Dominion Parliament in 1903, as a sequel to a strike of Canadian Pacific trackmen in 1901. The bill that was the basis of this Act, when first introduced in 1902, provided for compulsory arbitration of labour disputes on railways, but owing to labour and other opposition to compulsory arbitration, it "resulted in the measure coming out as compulsory conciliation."

He described the combining, in 1906, of the 1903 Act with a general voluntary Conciliation Act of 1900 into the Conciliation and Labour Act, with the result that the Dominion had a provision for voluntary conciliation of any dispute, and compulsory conciliation, investigation, and reporting in railway disputes alone; then the Industrial Disputes Investigation Act passed by Parliament in 1907, following a severe coal mine strike in Alberta in 1906, which "borrowed the principles of compulsory mediation and investigation from the earlier railway act, and added the suspension of the strike," and broadened the scope by making its provisions applicable to several classes of industries; then the Industrial Relations and Disputes Investigation Act of 1948, which grew out of experience during the Second World War.

Two important consequences flowed from this wartime experience. The first was that a technique which had originated with the Railway Labour Disputes Act of 1903, which recognized railway disputes as matters of public interest, had become so wide in coverage as to be hardly distinguishable as a technique designed for emergency situations. The second was that in the postwar period the country did not revert to the *status quo ante*, but instead carried into peacetime as permanent policy for general application the old compulsory conciliation technique which had been applied for over forty years to public interest disputes only.

Prof. Woods also outlined the Alberta Labour Act and the Manitoba Labour Relations Act, both intended to protect the public interest from the consequences of industrial conflict. Neither of these has in fact been invoked, but by their very existence they may have had an influence on the behaviour of the parties in industrial relations, he said.

About the Alberta law he said:

The Minister is empowered to do "all such things as may be necessary to settle the dispute." This last authority would appear to include compulsory arbitration, and the Act is so interpreted by the Deputy Minister of Labour of the province . . . it might be worth noting that a feature of the law is its built-in uncertainty. The parties have no advance knowledge of any specific step that might be imposed by the Minister under the emergency provision, but only that he is empowered to do whatever is necessary to produce a settlement.

"There has been considerable experience, particularly in Quebec, with legislation designed to supplant part of the normal collective bargaining and dispute settlement process by procedures especially designed for certain public service relationships where, presumably, it is not in the public interest to permit a cessation of the service." The speaker gave as an example the Quebec Municipal School Corporations Act, which "in effect, imposes standing boards of arbitration on municipalities and school corporations and their employees . . .

"The procedures differ from the provisions in Manitoba and Alberta in one very important respect. In Quebec there is no governmental discretion regarding the application. In other words, the Quebec machinery is operative automatically and is used extensively . . ."

Prof. Woods also gave some description of "ad hoc legislation" in Canada, such as the Maintenance of Railway Operation Act, which in 1950 put a stop to a strike of 15 non-operating railway unions, and provided for compulsory arbitration—a provision that was put into effect.

The speaker remarked on the lack of research and discussion in Canada "such as that which has been sparked by the emergency provisions of the Taft-Hartley Act." He said that "the only legislative provisions in this country which resemble the Taft-Hartley measure have not been used, and therefore have provided little basis for discussion, and no research."

This lack of research and discussion, he thought, was probably the result of the course that events have taken in Canada. "Canada's major experiment in intervention started with public interest disputes. Ultimately the technique worked out was enlarged in scope until it became a procedure of general application. In the process, public interest disputes were swallowed up in a sea of general disputes."

We have learned something from the experience with special legislation, such as the law relating to public service employees in Quebec and elsewhere, but we have really had no thoroughgoing analytical study of these experiments. Some work has been done on the railway labour disputes arbitrations, but little has been published. Unfortunately, while American experience is valuable for us, we cannot find in that country a ready-made model to be applied here. The strong American resistance to intervention of any sort has given them an industrial relations public policy quite different from Canada's . . . Conversely, the United States is not going to find in Canada a formula to relieve the President of the awesome responsibility imposed by the emergency clauses of Taft-Hartley . . .

But "plans are underway for a full study of the Canadian experience at the McGill Industrial Relations Centre," Prof. Woods said. "Undoubtedly comparison with the United States will be a major part of that effort."

Benjamin Aaron

The nature of public interest disputes has changed markedly in recent years, and "the social and economic context in which these new public interest disputes occur is also in a state of rapid and fundamental change," said Benjamin Aaron, Professor of Law, University of California, Los Angeles, in introducing a paper on "Public Interest Disputes and Their Settlement—Observations on the United States Experience."

The principal issues in the disputes that occurred in the period 1948-54 related primarily to the improvement of wages, hours, and other conditions of employment; whereas today's issues relate primarily to manpower utilization and job security, he said.

Changes in the social and economic context included, he said: An accelerated rate of technological change; the failure of the American economy to expand rapidly enough to provide the necessary number of jobs for a growing labour force; the fact that "the American labour movement is in a period of decline," its membership not keeping pace with the increase in the number of new workers; the rising percentage of older workers and very young workers in the labour force who lack both the skills required for available jobs and the capacity to be trained for such jobs and increased competition for American goods both at home and abroad.

"These and related factors are more than sufficient to account for the changing attitude of many Americans toward public interest disputes," Prof. Aaron said, quoting Secretary of Labor Wirtz's recent statement that "public tolerance for strikes is diminishing rapidly." He went on to assert that "Mr. Wirtz believes in collective bargaining and is doing what he can to strengthen and preserve it; but others in the United States have already written off collective bargaining, and are looking for substitutes more acceptable to them."

Prof. Aaron devoted most of his address to describing "existing procedures for settling public interest disputes in the United States, just what those procedures are, and how they have worked up to now." He dealt with two Acts, the Railway Labor Act and the Labor Management Relations Act of 1947 (Taft-Hartley Act).

"The emergency board procedures of the Railway Labor Act have grown increasingly formal, cumbersome, expensive, and unproductive," he said.

Genuine collective bargaining seldom begins until after the board's report and recommendations have been released. The latter are invariably denounced by one or both sides; nevertheless, they have usually provided the basis for the eventual settlement. As the economic condition of the railroad industry continues to decline, however, and the issues in dispute become increasingly difficult to resolve, the emergency boards are proving to be less effective. The failure of the presidential commission appointed in 1960 to settle the intractable work rules controversy on the railroads has added to the present difficulties . . .

But, Prof. Aaron went on to say, "despite its many weaknesses and inadequacies, the emergency disputes procedures of the Railway Labor Act has been far more effective than that of the Taft-Hartley Act," which has proved virtually useless in preventing strikes, and has contributed little to their settlement.

In public interest disputes not covered by either of those two Acts, such as a local stoppage of light and power service, neutral or tripartite boards to mediate the dispute or to make public findings of fact and recommendation are sometimes appointed by the Secretary of Labor, the Director of the Federal Mediation and Conciliation Service, or state or local officials, he said. "Finally, the parties may voluntarily resort to private methods of settlement, either by submitting their dispute to final and binding arbitration by a person or persons jointly selected by them or appointed by their designee, or by enlisting the aid of private mediators."

Prof. Aaron pointed out that there was still no consensus as to when a dispute truly imperils the national health or safety. "If purely economic criteria are applied, few cases would meet the test; but the line between emergency and inconvenience is frequently hard to draw, and public resentment against strikes in key industries, regardless of their effect on national health and safety, is a political force which cannot be ignored."

Turning to non-statutory procedures for settling disputes, he said "their chief drawback is just that: they lack the sanction of law . . ." But non-statutory procedures initiated by the parties are almost invariably successful, "for the voluntary election by the disputants of this approach implies a mutual determination to effect a peaceable resolution of the controversy . . . The voluntary use of private mediators has proved to be fairly successful when tried, but the number of such instances is statistically insignificant."

Among proposals for settling or ameliorating labour disputes by more legislation, Prof. Aaron mentioned the following "hardy perennials":

—Make unions subject to anti-trust laws. On this proposal he commented: "The true intent of this plan is, of course, to reduce the economic power of unions to the point where a legal national emergency strike would be a virtual impossibility. Barring a change in the present structure of American society so drastic as to make this entire discussion completely irrelevant, the proposal has no chance of adoption."

—Compulsory arbitration. About this Prof. Aaron said: "Its chances are rather dim, because most employers and unions in the United States have traditionally opposed this means of dispute settlement. Nevertheless, some form of compulsory arbitration legislation remains a possibility, especially if a long and serious strike shuts down a major industry while Congress is in session."

Legislative proposals which enjoy the broadest support and the best chances of success are those which would amend the present Taft-Hartley procedures . . . All of these proposals make a great deal of sense, as far as they go, and all have been endorsed, in one form or another, by influential private and semi-official groups of experts . . . I hasten to add, however, that none of these proposals has much of a chance for enactment. The reasons are to be found in the nature and structure of our political system . . .

He then reminded the conference that "we have a tradition in the United States of ignoring or rejecting the recommendations of expert, non-legislative groups similar to the Royal commissions of England and Canada. For proof, one need only compare the fate of the recommendations of the Canadian Royal commission established in 1957 to study the dispute between the Locomotive Firemen and Enginemen and the Canadian Pacific Railway with those of our presidential railroad commission established a few years later."

Looking to the future, Prof. Aaron thought that the outlook for progress in settling public interest disputes was not completely unfavourable. "Strikes and lockouts—as distinguished from the right to engage in such activity—have never been popular with the majority of labour or management, and the trend in the amount of lost time caused by such stoppages is downward," he said.

Unions and employers in key industries are now experimenting with more or less continuing bargaining, in the hope of solving major prob-

lems before they give rise to major disputes. No fixed pattern has yet emerged, and none is likely to; but the recent news of the adoption of this approach in the steel and automotive industries represents the freshest and most hopeful development in a long time.

What role, if any, government will play in the private resolution of these problems remains to be seen. But one thing is certain: none of these developments, however promising, will be very effective unless the United States solves or substantially ameliorates the basic problems of inadequate economic growth and rising long-term unemployment.

Prof. Bora Laskin

Prof. Bora Laskin of the Law Faculty of the University of Toronto, the discussant at the final session, raised the question of whether the definition of public interest disputes was to be decided by the issues in dispute or by the nature of the industry involved. Early legislation in Canada on public interest disputes had been based on the type of industry involved, and this was still the basis of legislation regarding disputes affecting policemen and firemen, and of the Quebec Public Employees Disputes Act.

The question was complicated, he remarked, by the fact that government was running certain industries, such as public utilities, and it was going to be difficult to draw the line between public convenience and public emergency. Management and unions in public utilities had long used restraint in order to avoid raising the question of compulsory arbitration, Prof. Laskin said. This restraint was now being severely tested in the dispute at the Toronto General Hospital, he pointed out.

Prof. Laskin saw compulsory arbitration as a likely resort in public interest disputes in Canada, and he proposed legislation to require arbitration at the request of one of the parties. Otherwise, he indicated that he was opposed to compulsory arbitration, except perhaps in the case of disputes involving policemen and firemen.

Second Meeting, National Advisory Council on the Rehabilitation of Disabled Persons

Lack of sufficient rehabilitation staff is most serious "road block" to the expansion of services for disabled, members agree. Doctors need to be better informed of services available; hospital admittance procedures need streamlining

The second meeting of the National Advisory Council on the Rehabilitation of Disabled Persons was held in Ottawa on May 13 and 14, Brig. James L. Melville, Council Chairman, presided.

Lack of sufficient rehabilitation staff is the most serious "road block" in the expansion of rehabilitation services for the disabled in Canada. This was the consensus of Council members during discussions following the presentation of reports.

It was also brought out that doctors need to be better informed of the rehabilitation services that are available, to assist more fully in the referral of cases, and that hospital admittance procedures should be streamlined to assure ready acceptance of patients on a basis comparable with that of compensation cases.

Minister of Labour

Hon. Allan J. MacEachen, Minister of Labour, pointed out that helping Canada's disabled to enter gainful employment through vocational rehabilitation was good not only in terms of humanitarian values, but from an economic viewpoint as well.

He said the rehabilitation of disabled was a real problem, and that he had reviewed some of the work that had already been accomplished in this field.

The Minister pledged his co-operation with the provinces in efforts to help and rehabilitate the disabled and make the program a success.

Deputy Minister of Labour

Dr. George V. Haythorne, Deputy Minister of Labour, stressed the importance of the rehabilitation activity now underway in the provinces, all of which, except one, had joined in the Agreements (for cost sharing and co-ordination of rehabilitation under the Vocational Rehabilitation of Disabled Persons Act).

Council Chairman

Brig. James L. Melville, Council Chairman, said he had been delighted to find that, since the first meeting of the Council, the signing of federal-provincial Agreements under the Act had stimulated progress in the rehabilitation program. He expressed

concern that there were still about 1,245,000 disabled persons in Canada; that more than 300,000 of the seriously disabled were of working age—between 16 and 65—and that many of these could be rehabilitated to a more useful and satisfying life. There were many more, he said, who could have been rehabilitated had they received services early enough.

The Chairman said he had been greatly impressed with the energy of rehabilitation work in the United Kingdom and the United States. More than 7,000 persons were now directly employed in this activity in the U.S., he said, pointing out that experience in Canada had shown that results were directly proportional to the size of full-time staff engaged in rehabilitation.

Canada needed more staff to reach the disabled, and in the over-all effort, it was a problem of co-ordinating all the rehabilitation services—medical and vocational—to assure that the individual would, without fail, receive the guidance and services he required, said the Chairman.

Report of the National Co-ordinator

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, stated in his report that the past year had been one of organization and planning "to assure that all provinces are able to take full advantage of our new comprehensive legislation." He reported that Agreements had now been signed with nine provinces, who had submitted outlines of their intentions in carrying out the provisions of the Agreements.

Some difficulty had been encountered in sharing costs for university training under the terms of the Technical and Vocational Training Assistance Agreements; Program 6 of these Agreements was included to accommodate the Vocational Rehabilitation Program. Although the Vocational Rehabilitation of Disabled Persons Act placed no restrictions on the types of training authorized, said Mr. Campbell, he pointed out that university training should be granted only when it was necessary to a person's vocational rehabilitation.

With the signing of the Agreements, staff in the provinces had increased from 70 to 140 members, he said, adding:

> The number is not yet nearly sufficient to assure that all of our seriously handicapped can be reached, and also, the distribution of staff across our land is most uneven. We are convinced that the building up of sufficient competent and experienced staff is necessary to make the program really meaningful and to produce the results and effect the savings desirable.

After reporting on some of the activities of the Civilian Rehabilitation Branch, Mr. Campbell said: "We note that in all parts of the world the philosophy of rehabilitation as a potent weapon against dependency is being recognized." Canada's experience was being shared with other countries, and we possessed "the knowledge and the means to do a good job," but our results still lagged quite far behind those of many other nations.

Assistant Co-ordinator

Noel Meilleur, Assistant Co-ordinator, Civilian Rehabilitation, reviewed latest provincial developments. In the organization and co-ordination of services at the regional and local levels, developments included surveys of local needs and community resources, he reported. The appointment and training of rehabilitation personnel, to staff field positions, had been promoted to insure the early provision of services at the local level.

In the more remote areas, field workers with heavy case loads still have to cover great distances to perform their duties. In Newfoundland, for example, "workers continue to confound logic and to apply imaginative and effective measures to identify and resettle disabled individuals residing in isolated communities," he observed.

A national summary of rehabilitated cases, for the fiscal year 1962-63, showed there were 1,814 such cases, of which 1,179 were urban and 635 rural. Restoration services were provided to 940 persons, 810 were given training, and 22 were provided with tools and equipment. A total of 1,663 was rehabilitated to employment (placed), and 151 were rehabilitated to self-care. At acceptance, the cases cost $1,118,891 in support; the earnings of the disabled after rehabilitation were $3,401,979. The total of 1,814 cases comprised 1,186 male and 628 female persons.

The summary also showed that 560 individuals, or about one third of the number rehabilitated and now placed in the labour force, had never worked before, Mr. Meilleur said. The occupational upgrading of many others was also reflected in the tables.

Referring to additional tables giving the number of cases dealt with annually to date, and federal and provincial shareable expenditures under the Rehabilitation and Vocational Training Agreements, he pointed out that federal payments under the Agreements totalled $1,103,249.27 from 1953-54 to 1962-63.

Restoration Services

A report on the use of National Health Grants and on such topics as early identification of the disabled, liaison with vocational rehabilitation services, and restoration and prosthetic services was given by Dr. O. Hoffman, Chief, Medical Rehabilitation Division, Department of National Health and Welfare.

"The most significant development in the Health Grants Program arose from the problem of the congenital deformities due to thalidomide." He dealt at some length with the steps that were being taken to deal with the problem; he thought the ultimate value of these steps might apply well beyond the area of drug-induced deformity.

Discussing the need for early identification of the disabled, Dr. Hoffman described sources of referrals, and how they might be further developed or employed to better advantage. The four main areas or sources to be considered in trying to improve early identification were: public health nurses, especially those in health units; hospital discharge records; registries of crippled children and adults; and private physicians.

He reported the appointment of Dr. K. H. Running to the staff of the Medical Rehabilitation Division as Consultant in Physical Medicine and Rehabilitation.

Resolutions Adopted

Three resolutions dealing with the necessity for training of staff in prosthetics and orthotics, the manufacture in Canada of prosthetic appliances, and customs duties on such appliances were introduced by Dr. Gustave Gingras, Executive Director, Rehabilitation Institute of Montreal.

The preamble to the first resolution pointed out the importance of prosthetics and orthotics in Canada in the rehabilitation of disabled persons, and the lack of research and training in this field. The resolution asked the Council to "strongly encourage Canadian universities, in both the faculty of medicine and the faculty of engineering, to sponsor or establish courses for training in prosthetics and orthotics."

Pointing out that most basic components for the fabrication of prosthetic and orthotic appliances were manufactured in and imported from the United States and elsewhere, that their cost was "extremely high" due to devaluation of the Canadian dollar in terms of U.S. funds, and that the cost was further increased by customs duties, the second resolution called attention to the considerable experience gained by the Department of Veterans Affairs in the manufacture and processing of such components, and recommended that the Council investigate the possibility of having these basic and component parts manufactured by the Prosthetics and Orthotics Services of the D.V.A.

In his third resolution, Dr. Gingras dealt with the question of import duties on rehabilitation equipment and supplies required for the personal use and for the treatment of invalids and handicapped persons. They included such items as wheelchairs, self-help devices, walkers, and others, manufactured in the United States, whose "high cost" was "further increased by customs duty." The Canadian Medical Association, through its Committee on Rehabilitation, had attempted in vain for the last three years to have the import duty reduced or abolished, and the resolution recommended that the Council take immediate steps "to have this matter investigated at the proper level."

All three resolutions were carried by the Council members.

Welfare Services

A report on federal-provincial welfare assistance programs was to have been given by J. E. E. Osborne, Director, Research and Statistics Division, Department of National Health and Welfare. In his absence, a summary was presented instead by Miss C. St. John of that Division.

There had been no changes during the past year in applicable federal-provincial legislation, reported Miss St. John. During the fiscal year 1962-63, the federal share under the Unemployment Assistance Act had been about $96,000,000, compared with $92,000,000 during the previous year. An average number of 617,000 persons received assistance under the Act in 1962-63; about two thirds of this case load represented chronic illness or disability cases.

Some 25,000 to 30,000 persons who were in nursing homes, old persons' homes and similar institutions in the year under review represented doubtful cases as far as their rehabilitation to employment was concerned, reported Miss St. John. Had they received attention for rehabilitation at an earlier stage, they might not be in such homes now, she believed. An appreciable number, however, could still be rehabilitated to a state of self-care.

Several projects received grants for training of social welfare personnel and for research in this field, she said.

Vocational Training

A report on the training of disabled persons was given by C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour.

Under Program 6 (formerly Schedule R) under the Technical and Vocational Training Assistance Act, 2,708 disabled persons were being trained in the 10 provinces of Canada in the period March 31, 1962 to January 31, 1963 (the British Columbia component in the total representing figures to December 31, 1962).

Various training schools were providing such facilities as ramps or elevators instead of stairs, to assist handicapped students, Mr. Ford reported. In view of some new occupations, physical handicaps were now less serious from the training and employment standpoints than previously. Mental disabilities, however, presented greater difficulties.

Training on the job, under Program 6, was becoming more important, he said, although in the period of April 1, 1962 to December 31, 1962 only 313 handicapped were receiving this training. In the same period, public schools in the 10 provinces accounted for 1,000 persons in training, and private schools for 1,226, making a total of 2,539 persons. Training was being given in more than 100 different occupations.

Placement of Disabled Persons

C. A. L. Murchison, Commissioner, Unemployment Insurance Commission, reported on the placement of disabled persons. Because of changing technology and automation, there was no longer emphasis on physical strength, so that physical disability was not the handicap it used to be, he pointed out. The emphasis was now on basic education and training.

"We can negotiate the sale of a person's services if those services are of the kind and quality required by the employer, and it matters little whether that person is physically disabled," Mr. Murchison said.

During the calendar year 1962, Special Services offices of the National Employment Service made a total of 20,403 selective placements of handicapped persons—cases requiring a certain degree of presentation to employers. Of this total for the 10 provinces, Ontario led with 7,382 placements, Quebec came second with 5,972, and British Columbia was third with 2,041. The total of 20,403 placements in 1962 compared with 18,071 handicapped persons placed in employment during 1961.

Mr. Murchison classified the disabled by three main groups: the first group had disabilities of a lesser nature, generally requiring only counselling and selective placement to obtain permanent employment; the second group needed special medical or psychiatric treatment, or both, and vocational counselling and training, social case work services, and finally, special placement. The third group could never be expected to compete in the open labour market, and for these, the provision of sheltered workshops or special facilities for home work offered the only form of employment.

"The sheltered workshop is, in my opinion, a necessary complement to a rehabilitation program, as it provides facilities which will assist the individual to make a more satisfactory adjustment to his living standards and his attitude toward the world of work," he said.

He also pointed out that the NES did not refer a person to employment unless, in the opinion of the employment officer concerned, he was fully qualified to fill the job, and this applied regardless of whether the applicant suffered from a disability or was able bodied—the person best qualified for the job was the one who was referred.

"Only one third of the jobs in our economy are of the unskilled or semi-skilled nature, and it is estimated that by 1975 they will comprise only 12 per cent," said Mr. Murchison. The Commission had been aware of this trend for several years, and of the need to "lift those who are unskilled into the skilled class of workers." Unfortunately, the education level of a great majority of workers was not high enough to absorb instruction for skilled trades, he said.

Discussions

In the various discussions at the meeting, it developed as the consensus of Council members that the lack of sufficient rehabilitation staff was the most serious "road block" toward faster progress in the rehabilitation of disabled persons. It was also brought out that doctors should be better informed on the services available, to facilitate their referral of cases to the agencies involved.

Rehabilitation cases should be processed through hospitals and other treatment centres with the same facility as workmen's compensation cases, it was urged at the meeting. Members believed that the delays often encountered on admittance were unnecessary, and that this situation should be rectified.

In discussing vocational training in rehabilitation, some members criticized the process of continually raising the academic qualifications for entrance to vocational schools. This method was being used, they said, to reduce the number of applicants for the simple reason that it was the easiest to apply, whereas suitability for the specific training applied for, and other factors, were often more important.

A discussion also followed Mr. Murchison's report on the placement of disabled persons. Answering a questioner, Mr. Murchison said that he had not intended to give the impression that unemployment was due to lack of training on the part of the unemployed. Rather, if we had enough trained people of the kind Canadian industry required, it would be able to compete with the industry of other countries and would expand, thus creating more employment. If, on the other hand, industry could not compete, employment would be lost.

The question was again raised of the unreasonably high academic standards required by some employers for jobs where a high standard of education was not needed. In one case, it was said, a Grade IX standard had been required for a job on body work in a garage; and in another case, junior matriculation had been required for the job of floor sweeper in a factory.

A delegate asked whether it was true that the NES had found that jobs were going begging for lack of qualified people. Mr. Murchison said that, according to reports received, NES local offices this year were already running short of skilled people to fill vacancies. Jobs that could not be filled by local applicants were being filled by bringing in persons from other areas. This trend was on the increase, he said.

It was suggested that although there were probably those who could not profit by the kind of training that was available, there might be jobs for which they could be trained. It was contended that a more intensive job placement service was needed that would get out and help people to find jobs. Mr. Murchison agreed that this sort of service would be desirable and the NES would do more if it had enough staff.

In answer to a question as to whether placement officers were not too much tied down by routine office work, Mr. Murchison said that this had been true, but the situation was changing. More clerks had been engaged for the paper work in local offices.

More consideration should be given to directing handicapped persons into the service industries, Mr. Murchison suggested. He instanced teaching and educational work as a field in which such persons should be able to find a useful place.

Replying to a question as to how many were actually unemployed because of lack of training or skills, Mr. Murchison said that if the higher level of workers could be upgraded it would leave more jobs for those who were capable of only lower-grade work. "Going to the bottom of the heap" in training the unemployed was not the most promising method of going to work on the problem. "We are finding more and more that a disability is not a handicap if a person is trained," he said.

Profits on Sales Dollar Show Slight Improvement in 1962

Average sales profits of Canadian manufacturing industry in 1962 showed a slight improvement for the second year in a row since the low reached in 1960, but the figure was still below the average of recent years.

The Canadian Manufacturers' Association's annual survey of its member companies found that sales dollar profits last year rose to 5.1 cents from 4.9 cents in 1961. But between 1948 and 1962, the length of time the annual study has been in operation, the average profit was 5.4 cents.

The 1962 survey covered 988 companies. These companies had net sales of $10,742,379,000 and employed, in aggregate, 478,661 persons during 1962.

Of the 988 companies, 158 reported a loss.

In the 15 years the Association has conducted the survey, sales dollar profit figures have not swung widely. The first study, covering 1948, showed a profit of 6.2 cents. The highest figure was in 1950, when it averaged 7.1 cents, and the lowest was in 1960, when it dropped to 4.4 cents.

Economic Planning for Canada?

"Economic planning could help Canada meet the great challenge it faces today, and there has been growing recognition of the urgent need for more positive and active co-operation between government and private sectors of economy"

Economic planning has become an important basis for government and business policy formulation in many countries. Canada today faces a great challenge and there has been "growing recognition that in any attempt to deal effectively with our national economic problems, there is an urgent need for more positive and active co-operation between government and the private sectors of the economy."

These are some of the statements made by Richard J. Line and Arthur J. R. Smith* in an article, "Economic Planning for Canada?", in *Queen's Quarterly*, Vol. LXIX, No. 4 (Winter 1963).

As an important basis for formulating government and business policy, economic planning has been applied not only in countries with rigidly controlled economies, but in various Western European countries and Japan as well.† In Canada, it is a question of what type of planning should be developed, what its aims should be, and who should do it.

An initial step has been taken through legislation designed to establish a National Economic Development Board, although the Minister of Finance, in introducing and describing this legislation, did not use the term "economic planning." (The Bill did not reach second reading before dissolution on February 6 of the 25th Parliament.)

Far-reaching public discussion and debate on this subject are required "if economic planning is ever to be developed in a sound and useful way in Canada," assert the authors.

For many Canadians, the term "economic planning" has had distasteful connotations, suggesting loss of personal freedom and rights, but the authors point out that many of the same persons "who are hostile to 'public planning' are involved in 'private planning' within organizations with which they are associated, and frequently point with pride to the methods and results of such private planning." Canadians have at times also accepted and encouraged some "governmental planning" in supporting such measures as adjustments in taxes, tariffs, subsidies, the exchange rate, and others.

There is a growing conviction among thoughtful Canadians, say the authors, that public understanding of Canada's economic problems and prospects would be greatly enhanced by a more effective and comprehensive use of the planning techniques that have been developed.

Reasons for Economic Planning

Among the reasons given for economic planning in Canada are: that wasteful methods resulting from unrestricted competitive enterprise cannot be afforded; our increasingly complex economic system requires closer co-operation between business, labour, agriculture and government; improved labour-management relations can make Canada more competitive in world markets and serve the broad interests of national welfare; and it should help overcome the slow economic growth prevailing over the past decade, with its resulting unemployment, unfavourable balance of payments, small gains in productivity, and other problems.

Economic planning would also create psychological attitudes "conducive to the attainment of a high and sustained rate of growth and to the erosion of rigidities and inflexibilities which hamper risk-taking and new investment." Economic information resulting from planning would be of considerable benefit to enterprises, most of which cannot afford to undertake such research and forecasting. Sounder decisions result when they are based upon published reports containing carefully reasoned, expert appraisals of future economic conditions for the nation as a whole, the authors point out.

In outlining the purposes of economic planning, the authors stress first what it should *not* attempt to do: it should not primarily be an instrument for spreading the Government's views on economic trends and problems; it should not be a vehicle for business or labour to force the Government into action they may promote; it should not be simply a clearing house for ideas; and in addition, it should not be

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*Richard J. Line is an economist with Chemcell Limited; he recently returned to England, where he is lecturing at the College of Technology in Oxford. Arthur J. R. Smith is Director of Research, Private Planning Association of Canada.

†*See* also "Role of Indicative Programming in Success of Some Western European Countries," *Labour Gazette*, February, p. 125.

designed to promote either the interests of labour or of business through an alignment with government.

Economic planning should provide a basis for sound policy decisions by government, business and labour, with respect to changing economic conditions, state the authors. Unlike the planned economies under rigid government direction, under which the mechanical achievement of planned targets is the sole criterion of success, economic planning among the industrialized nations of the West has taken forms that preserve the rights of business and labour to make their own decisions. In several countries, the authors noted, economic planning was built upon existing good labour-management relations, but the cultivation of the latter had not been a major goal.

Principles for Economic Planning

A review of economic planning in Western Europe and Japan shows these main guiding principles, state the authors:

1. The planning organization, although close to government, is not part of a government department, or at least is largely independent of government control.

2. National economic planning should be done by a small group of experts whose work is guided by some appropriate combination of representatives of government, business, labour, agriculture, consumers and the universities. In some countries, there has been a strong emphasis on the appointment of outstanding *individuals* rather than *representatives*.

3. The planning organization must be kept free from inhibiting political controversy.

4. The organization must have a top-calibre staff, and if possible, be directed by an outstanding public figure.

5. The group of experts should be kept relatively small. No bureaucracy has developed in the industrially advanced countries. France started with 30 key officials in the postwar period, and has only a few more today, and Britain is starting the National Economic Development Council with perhaps 20 or 25 experts.

As to the planning methods employed, Messrs. Line and Smith emphasize that the central task of any planning agency is to prepare economic projections of the course of economic development, with national income accounting being central to all planning systems.

Among the "incentives" being used by democratic governments to assist the achievement of economic growth, the authors list such measures as refundable subsidies for research; special tax privileges; granting or withholding of investment grants for new projects; government-sponsored loans; and financial assistance in export promotion.

Economic Planning for Canada

In discussing further reasons for economic planning in Canada, the authors first trace the conditions that prompted economic planning in other democratic countries. France and the Netherlands adopted this approach in the postwar period to facilitate the reconstruction of their economies. Belgium established its new "Programming Bureau" at least partly to help overcome structural problems in its economy; for example, to deal with problems of the declining coal and textile industries.

Italy has expanded its economic planning because of regional distortions arising from the heavy concentration of industry in the northern part of the country. Britain's agency has the task to develop and maintain a faster and steadier rate of economic growth.

Canada today also faces a great challenge, a fact that is widely acknowledged, stress the authors. The Minister of Finance, Hon. Donald Fleming, had stated this very succinctly in his budget speech of June 19, 1961: "Our technological development, the enterprise of our business community, and the skills and training of our people, great as they are, have not kept pace with the needs of a rapidly changing world."

Others have also pointed out the insufficient foresight in planning to meet changing conditions, and the complexity and number of far-reaching changes both at home and abroad.

Drawing attention to the expanded use of "economic expertise" through federal Royal Commissions, the establishment of special advisory or "economic planning" bodies by various provincial governments and among business firms and in other private quarters, the authors add:

> There has also been growing recognition that in any attempt to deal effectively with our national economic problems, there is an urgent need for more positive and active co-operation between government and the private sectors of the economy.

Principles with Relevance for Canada

As principles having general or specific relevance for planning in Canada, Messrs. Line and Smith list the following:

> —No form of economic planning can be useful or effective until broad, but clearly-defined national economic objectives have been agreed upon. . . .
>
> —If an economic planning organization is to be effective in a country such as Canada, it will need to have a large degree of independence from the Government and should command strong support from business, labour, agriculture and other private sectors of the economy. . . .

—It is vital to have a "spirit of planning" within any planning organization that can develop confidence in the capacity of such an organization to make a decisive contribution to improved performance of the economy and to successful anticipation and resolution of economic problems.

—It is imperative to have the participation in economic planning of both advisory and staff personnel of exceptional quality, commanding wide respect throughout the nation.

—The basic objectives of any economic planning arrangements for Canada should be broad. They should involve making the best possible use of all our national resources . . . but should not be confined merely to cold hard economics in an abstract way . . . . economic planning must ultimately be concerned with the relationship of people to economic development.

—The primary task of any such organization should be objective appraisal of economic trends and problems that can serve as an effective basis for sound policy decisions by government, business, labour and other groups . . . . At least at the start, it should not be given major responsibility for advising on problems of income distribution, particularly as regards wages, to avoid the risk that it will become embroiled in the kind of controversy which will merely assure that it works badly.

—Any such organization should be concerned not merely with the actual and potential course of economic growth, but also with the broad factors which determine an economy's capacity for growth. Similarly, it should undertake careful and continuing assessment of changing competitive conditions in Canada and in the world economy, and give special attention to a variety of specific matters: One of these is the spreading claim in Canada that there is a need to rationalize the structure of many Canadian industries; others, the prospective requirements of the economy for skilled and trained labour, as well as the prospective capacity of educational institutions and training programs to meet these needs; the need for, and the consequences of, accelerating technological change; and patterns of regional development and regional problems . . . .

—Any such organization [should] have sufficiently clearly delineated functions to avoid the danger that it may be saddled with a series of responsibilities which may be incompatible with each other. . . .

Possible Handicaps

Among some of the possible handicaps the authors foresee for such planning in Canada are: a lack of understanding by the country; constitutional questions in the Canadian federal system—provincial jurisdiction in such areas as labour legislation, natural resources and education; and lack of co-operation between provincial economic advisory or planning agencies and the national body.

Dealing at some length with the proposed National Economic Development Board, which was still in the stage of second reading in the House at the time of the article's going to press, the authors express the concern that the Board's work may be intended as a basis for government policy formulation alone, "instead of as a basis for improved private, as well as public, policy formulation and implementation." They also make some additional recommendations, such as permissive authority for the Board to issue reports and statements from time to time, in addition to the annual report provided for in the legislation.

"In the last analysis," say Messrs. Line and Smith, "the broad terms of reference provided for the Board would appear to have been wise for this new venture in Canada."

Safety in Government

Director of Accident Prevention and Compensation Branch describes provisions of Bill C-70, introduced at last session but not enacted before dissolution of Parliament, to annual convention of Industrial Accident Prevention Associations

There are already several federal statutes having something to do with safety but employee safety is not the primary objective of these Acts. In some federal activities and industries there are substantial groups of employees and a number of working situations to which no government authorities are now applying safety and health standards, and it was to remedy this state of affairs that Bill C-70 was introduced during the last session of Parliament, J. H. Currie, Director, Accident Prevention and Compensation Branch, Department of Labour, told the annual conference of the Industrial Accident Prevention Associations in Toronto in April. (Bill C-70 was one of those that had not passed second reading at dissolution February 6 of the 25th Parliament.)

The federal statutes that had something to do with safety but did not have employee safety as their main objective included the Railway Act, the Canada Shipping Act, the National Energy Act, the Aeronautics Act, and the Pipe Lines Act. Bill C-70 was designed to meet the gaps in safety matters in such laws.

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Although action on this legislation had necessarily been suspended for the time being, a great deal of time and effort had been expended "to make it a sound, workable and effective instrument," Mr. Currie said. He described some of the main features and purposes of the proposed law, and the things that led up to it.

For some years the Department of Labour had been concerned about the obscure and rather unsatisfactory situation surrounding the matter of employee safety in the federal field of labour jurisdiction, he said. This had also been a matter of concern to the provincial authorities in charge of such matters. The federal Government and the provincial governments were fully competent to legislate in their respective fields of jurisdiction, but there were also "areas for complementary action," and industrial or occupational safety was one of these. He gave radiation protection as a case in point.

The proposed legislation had three principal characteristics. First, it was intended to complement, not supersede the provisions of any previous federal legislation. Second, it was to apply to the same industries and business as those defined in other federal labour legislation; in addition it was to apply to the federal public service, including government departments and Crown agencies. Thirdly, unlike most existing safety legislation in other jurisdictions that deals with a particular subject, such as factory safety, construction safety, etc., "this proposal brought these diverse things within the ambit of one piece of legislation."

The basic provision of the bill was expressed this way: "No person shall operate or carry on a federal work, undertaking or business in such manner as to endanger the safety or injure the health of any person employed thereupon or in connection therewith."

Many of its provisions were standard ones in safety legislation. Others were perhaps new, and devised with a wider view, such as the undertaking of safety research projects. There was also provision for "the continuation and extension of federal-provincial co-operation in this field . . . The over-all aim could be said to be to promote the safety and well-being of persons employed in the federal sphere, based on consultation and co-operation," Mr. Currie said.

The Department of Labour, he went on, had been promoting accident prevention among federal government departments, carrying out inspections and providing technical advisory service. This work was carried out under a section in the statute that provides workmen's compensation to employees of the federal public service. The Government Employees Compensation Act covers about 228,000 employees in some 85 departments and agencies.

> There is scarcely a trade or occupation unrepresented somewhere in these groups [of employees]; every sort of work, every type of skill, every level of technical specialization and every profession is to be found . . . The widest possible geographic distribution aggravates the usual difficulties of training, supervision and co-ordination of safety work. It may not be generally realized that over three quarters of the public service of Canada is located outside of Ottawa.

A few departments were well organized for accident prevention and were getting good results. "A number of Crown agencies, notably Polymer Corporation and Canadian Arsenals Ltd., have well-developed, vigorous accident prevention programs that are achieving freqency rates well below the public service average, which was 13.55 in 1961-62. I understand that this is slightly higher—less than 1 point higher—than the average last year of all industries reporting to the IAPA," Mr. Currie said.

Statistics of industrial fatalities compiled by the Department of Labour showed that during the four-year period 1958-61 an average of 1,200 workers had lost their lives each year as a result of industrial accidents or diseases. He did not accept the view that these deaths were "an inevitable part of the price of our modern industrial activity."

In relation to the number of persons at work, the average fatality rate for the four years was 2 per 10,000 workers. There appeared to be some downward trend, the rate having been 2.2 in 1958 and 1.9 in 1960, a decrease of 14 per cent. There were signs of a further drop in 1961.

So far, Mr. Currie pointed out, there were no national figures on industrial accidents comparable to the statistics on fatalities, largely because of provincial differences in methods of compiling accident statistics. For a number of years the federal and provincial Departments of Labour and the Workmen's Compensation Boards had been jointly studying this question, and in 1961 the federal Department had concluded an arrangement with each of the 10 compensation boards according to which, for the first time, all lost-time accidents would be reported to the federal Department in a uniform way. The actual program had begun with the year 1962, and the data would be forthcoming sometime later this year.

The speaker quoted Dr. Kingsley Kay, Senior Scientific Consultant, Department of National Health and Welfare, who had undertaken a study of the incidence of industrial accidents across the country in relation to payroll figures. "In Canada today industry and labour need the help of safety and health consultants if real progress is to be made in reducing the total of disabilities . . . Employee groups and employer associations have possibly a common interest in evolving such arrangements."

That common interest to which Dr. Kay refers is, of course, "a well-recognized feature of the work carried on by the joint committees in industry that are sponsored by the Labour-Management Co-operation Service of my Department," Mr. Currie remarked.

Turning to the international field, he referred to two matters now on the agenda of the annual International Labour Conference in June of the International Labour Organization: the prohibition of the sale, hire and use of inadequately guarded machinery; and benefits in the case of industrial accidents and occupational diseases.

Regarding the first of these, a draft Convention and supplementary Recommendation would be considered at the Conference in June this year, and "it is reasonable to expect that the next session of the International Labour Conference will produce a useful instrument that will enable more progress to be made in this admittedly complicated field," Mr. Currie said.

The subject of benefits in case of industrial accidents and occupational diseases, also to be discussed at the June Conference, was being considered by the federal Department of Labour and several of the provincial Workmen's Compensation Boards, he continued. "Canada with its system of sound compensation legislation stretching across all provinces, and its extensive experience over a long period of time in the provision of compensation benefits to injured workmen, can make a valuable contribution to these [ILO] deliberations," Mr. Currie believed.

"Additional Resources Should Be Invested in Vocational Education"

The three vocational education bills introduced in the United States 88th Congress up to April 1 this year, and the views expressed by Republican members of the Joint Economic Committee and by the Panel of Consultants, represent a consensus that additional resources should be invested in vocational education, and that the federal Government should support additional measures to combat youth unemployment, says Prof. Sar A. Levitan in the conclusion of a report, *Vocational Education and Federal Policy*.

Dr. Levitan is Research Professor of Labour Economics at The George Washington University. The report is the second in a series of public policy bulletins of the W. E. Upjohn Institute for Employment Research, a nonprofit research organization established in 1945 by the W. E. Upjohn Unemployment Trustee Corporation, which was formed in 1932 to administer a fund set aside by the late Dr. W. E. Upjohn for the purpose of carrying on "research into the causes and effects of unemployment and measures for the alleviation of unemployment."

Dr. Levitan's report recounts the development of U.S. federal aid for vocational education, deals with the scope of present federally supported vocational education, discusses occupational requirements and supply of trained manpower, reports views on the role of the federal government in improving vocational education, and outlines the provisions of the three proposed legislative measures.

"Underlying the Administration-proposed package for vocational and other education appears to be a recognition that the traditional federally supported vocational education programs, significant as they may be in terms of current demand for skills, must be viewed as only one type of vocational training," he points out.

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Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	May	6,658	+ 1.5	+ 1.0
Employed (000)	May	6,312	+ 3.5	+ 0.9
Agriculture (000)	May	664	+ 8.9	− 2.5
Non-agriculture (000)	May	5,648	+ 2.9	+ 1.3
Paid workers (000)	May	5,157	+ 3.5	+ 1.4
At work 35 hours or more (000)	May	5,435	+15.4	− 0.3
At work less than 35 hours (000)	May	737	−32.4	+10.0
Employed but not at work (000)	May	140	−52.9	+ 4.5
Unemployed (000)	May	346	−25.1	+ 3.0
Atlantic (000)	May	61	−25.6	− 9.0
Quebec (000)	May	130	−28.6	+14.0
Ontario (000)	May	80	−25.9	− 1.2
Prairie (000)	May	40	−20.0	+11.1
Pacific (000)	May	35	−12.5	− 7.9
Without work and seeking work (000)	May	329	−25.2	+ 1.5
On temporary layoff up to 30 days (000)	May	17	−22.7	+41.7
Industrial employment (1949=100)	March	117.7	+ 0.3	+ 2.2
Manufacturing employment (1949=100)	March	112.7	+ 0.4	+ 2.8
Immigration	1st 3 mos. 1963	13,410	−	+14.0
Destined to the labour force	1st 3 mos. 1963	6,761	−	+18.4
Strikes and Lockouts				
Strikes and lockouts	May	44	+ 4.8	− 2.2
No. of workers involved	May	6,214	−27.4	−64.2
Duration in man days	May	30,300	−35.8	−78.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	March	$82.98	+ 0.1	+ 3.2
Average hourly earnings (mfg.)	March	$ 1.93	0.0	+ 3.2
Average hours worked per week (mfg.)	March	40.9	+ 0.5	− 0.2
Average weekly wages (mfg.)	March	$79.02	+ 0.7	+ 3.1
Consumer price index (1949=100)	May	132.3	0.0	+ 1.7
Index numbers of weekly wages in 1949 dollars (1949=100)	March	$59.73	+ 0.6	+ 1.5
Total labour income $000,000.	March	1,715	+ 0.9	+ 6.2
Industrial Production				
Total (average 1949=100)	April	189.9	− 1.0	+ 5.4
Manufacturing	April	168.9	− 0.2	+ 5.5
Durables	April	172.5	+ 1.2	+ 7.6
Non-durables	April	165.9	− 1.4	+ 3.8

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

EMPLOYMENT REVIEW

Employment and Unemployment, May

Employment increased seasonally between April and May, by an estimated 215,000 to 6,312,000. Unemployment fell during the month by some 116,000 to 346,000, a smaller drop than that indicated by the seasonal pattern.

The estimated labour force in May was 6,658,000, an increase of 68,000 or about 1 per cent from a year earlier. Employment was 58,000 higher than in May 1962. There was little change over the year in the number of unemployed.

Employment

Employment reflected the general upswing in seasonal activity across the country. Between April and May, farm employment rose seasonally by 54,000. Non-farm employment increased by 161,000, which rise was also in line with seasonal expectations. At this time of year a heavy volume of hiring takes place in construction and manufacturing.

The employment gain over a year earlier was about 1 per cent; the largest gains reportedly took place in manufacturing, construction and transportation. Employment in agriculture was down 17,000 over the year, and was unchanged or slightly higher in other industries.

There was no appreciable change in employment in three of the five regions; Ontario and British Columbia registered gains of 2.1 and 3.2 per cent respectively over the year.

Unemployment

Of the 346,000 unemployed in May, 292,000 were men; 158,000 were married men. An estimated 60,000, or 17 per cent of the total, were teen-agers. Some 183,000 persons, or slightly more than half the total, had been unemployed for three months or less. An estimated 94,000 had been seeking work for from four to six months, and 69,000 for seven months or more.

Unemployment in May represented 5.2 per cent of the labour force, compared with 5.1 per cent in May 1962 and 7.0 per cent in May 1961. Unemployment rates were slightly higher than last year in the Quebec and Prairie regions and somewhat lower in the three remaining regions.

Seasonally adjusted, the unemployment rate in May 1963 was 5.7 per cent; for May 1962 it was 5.6 per cent. The rate has fluctuated between 5.4 and 5.8 per cent since the beginning of this year.

Statistics adjusted for seasonal movements are useful in making assessments of underlying trends. Seasonally adjusted estimates, however, do not always clearly reveal basic movements because of irregular fluctuations and unavoidable imperfections in methods of seasonal adjustment. Because of the approximation employed in the projections of the seasonal factors used for current estimates, periodic revisions are necessary.

The limitations of seasonally adjusted estimates require that some caution be exercised in using them. A high degree of precision cannot, therefore, be attached to the seasonally adjusted unemployment rates, especially in the context of month-to-month changes. In assessing current movements, the data for a number of preceding months must be taken into consideration.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1963	May 1962	May 1963	May 1962	May 1963	May 1962	May 1963	May 1962
Metropolitan	2	2	9	8	1	2	—	—
Major Industrial	7	6	15	16	4	4	—	—
Major Agricultural	2	2	5	6	7	6	—	—
Minor	13	11	29	29	16	18	—	—
Total	24	21	58	59	28	30	—	—

CLASSIFICATION OF LABOUR MARKET AREAS—MAY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's Vancouver-New Westminster	→CALGARY →EDMONTON Halifax Hamilton Montreal →QUEBEC-LEVIS Toronto Windsor →WINNIPEG	→OTTAWA-HULL	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan	Brantford Cornwall Farnham-Granby →FT. WILLIAM-PT. ARTHUR Kingston Niagara Peninsula Oshawa Peterborough →SAINT JOHN →SHERBROOKE Sudbury →SYDNEY →TIMMINS-KIRKLAND LAKE →TROIS RIVIERES Victoria	Guelph Kitchener London →SARNIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Riviere du Loup Thetford-Lac Megantic-Ville St. Georges	Barrie →CHARLOTTETOWN Chatham →RED DEER →YORKTON	→BRANDON →LETHBRIDGE →MOOSE JAW →NORTH BATTLEFORD →PRINCE ALBERT →REGINA →SASKATOON	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Campbellton Dawson Creek Fredericton Gaspe Montmagny Newcastle Okanagan Valley Prince George-Quesnel Quebec North Shore Rimouski St. Stephen Summerside	→BEAUHARNOIS Belleville-Trenton →BRIDGEWATER Chilliwack →CRANBROOK →DAUPHIN Drummondville →EDMUNDSTON →GRAND FALLS Kamloops →KENTVILLE Lachute-Ste. Therese Lindsay Medicine Hat North Bay Owen Sound →PEMBROKE Portage la Prairie →PRINCE RUPERT →STE. AGATHE-ST. JEROME →ST. JEAN Sault Ste. Marie Sorel Trail-Nelson →TRURO →VALLEYFIELD Victoriaville →WOODSTOCK, N.B. →YARMOUTH	→BRACEBRIDGE →BRAMPTON →CENTRAL VANCOUVER ISLAND →DRUMHELLER Galt Goderich Kitimat Listowel →ST. HYACINTHE St. Thomas →SIMCOE Stratford Swift Current Walkerton →WEYBURN Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see following page.

Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of registrations for employment on the file at NES offices to paid workers, including those looking for jobs, is more than 1.9 per cent or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of registrations for employment on file at NES offices to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job registrations to paid workers. All areas, an dparticularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 490.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspe includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Iles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Western and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 or 95 per cent of all paid workers in Canada.

Ontario Association for Retarded Children

10th annual conference told that highlight of past year was increased interest in training for, and in sheltered workshop programs for, young retarded adults

"Training Unlimited—A New Emphasis on Adult Services" was the theme of the 10th annual conference of the Ontario Association for Retarded Children, held in Kingston April 25 to 27. The highlight of the year was the increasing interest and developments in training and sheltered workshop programs for the young retarded adults of the community. Reports showed such programs had increased from 8 to 21 during the year. More than 100 directors and instructors of adult training, representing 32 local areas, attended a recent workshop in Toronto.

Added impetus was given to adult services with the announcement by Hon. William G. Davis, Ontario Minister of Education, that the provincial Government was working on a long-range program that promises eventually to relieve local associations of the necessity to raise money for the operation of the day-school program. This, coupled with the fact that many of the earlier students in Associations schools are reaching the age of 18 and are no longer eligible to attend day schools, brings home to the locals their responsibility for providing continuing services if these young people are to have any opportunity of becoming wholly or partly independent.

That mentally retarded adults can be trained to perform satisfactorily in a variety of jobs in industry was emphasized by all speakers. Dr. G. Allan Roeher, Executive Director of the Canadian Association for Retarded Children reported that there are now more than 40 activity centres and sheltered workshops in Canada; he predicted that this number will double within a year.

Dr. Roeher emphasized the need to step up efforts to place these young people in industrial jobs. He recommended a thorough study of the local industrial and business life and advised locals to call upon the business talents and skills of the community to provide advisory services to the local effort. He described a program being planned in one of the western provinces under which the student, during his last three years at school, works half-days on a job in industry and attends academic classes half-days.

Nicholas Kayafas, Director of the adult training program in Gary, Indiana, emphasized the importance of using a business-like approach to the development of adult training programs. "The workshop still requires primarily the same basic management rules and techniques as any other enterprise," he said.

Mr. Kayafas also stressed the need for a good placement program. "One of the measurements of a successful program, as far as the employable retardate is concerned," he said, "is the number that can be placed in jobs. The director, or his staff, must locate the available jobs, talk the employer into hiring, and follow up on the retardate's progress once he begins work. To do this, the staff must be familiar with the capabilities of the young adults in the workshop. The program must teach the trainee what he lacks in the way of holding a job before placement is attempted. A number of poor placements could earn such a poor reputation for the retardate in the community as to make further job placement difficult."

Peter Nobes de Burgh, Chairman of the Adult Services Committee, Canadian Association for Retarded Children, spoke of the importance of developing adequate adult services in the community and the need for the support of all levels of government, the community, and public and private agencies. He outlined the responsibilities of local associations to continually review their programs.

Mrs. Eileen Hankin outlined the development of a workshop for the retarded in Barrie which opened on May 4, 1959. This workshop had very little in the way of equipment. A few tables and chairs were donated at the beginning and the purchase of a duplicating machine and a typewriter had enabled the workshop to supply mimeograph service. The stencil cutting is done by a staff member, but collating, stapling, folding, labelling and stamping are done by the trainees. Service is provided for organizations and minutes and reports are prepared and mailed. The workshop has expanded twice and its success can be attributed to two facts: the program is not built on sympathy but rather the service has been advertised as the city's newest industry providing services at a fair price, and a good job is guaranteed. "Don't fit your work to your trainees; train your trainees to fit into the work you can obtain in your community," she advised.

OECD Seminar on Age and Employment

That a person's chronological age is a highly unsatisfactory measure of his occupational utility and adaptability was one of participants' conclusions

The report of the five-day seminar on age and employment held in Stockholm in April 1962 under the sponsorship of the Organization for Economic Co-operation and Development (OECD) has now been received. A preliminary report was described in the LABOUR GAZETTE for August 1962, page 919.

The report, "Age and Employment," gives the following as the main conclusions resulting from the deliberations at the seminar.

1. There is satisfactory evidence that in all participating countries a new and growing problem exists concerning age and employment. Those involved are in the second half of their working lives, that is, above the age of 40 years.

2. The present nature and extent of the problem in a particular country will be a complex function of its population structure and trends, its labour market economy, its rate of technological change, and its social and educational pattern.

3. Three specific problems can be distinguished, and although related, should be given separate attention. These are:

(a) The effects on men and women beyond the mid-point of their working lives of recent acceleration in the rate of technological change. These effects are principally those of increased stress and difficulty of re-deployment.

(b) The transitional phase around the usual pensionable ages, in which men and women are, in general, still capable of socially useful activity whether remunerated or voluntary, although probably not fully capable of continuing further their previous full-time employment.

(c) The phase—essentially a new one for the majority of the working population—in which many years must be spent in full retirement.

4. The problems faced by those usually described as the unskilled and semi-skilled, whether in factory or office, are found to be generally much greater than those faced by the skilled or highly-trained persons.

5. The chronological age of a person is a highly unsatisfactory measure of his or her occupational utility and adaptability.

6. The communication of facts obtained by research workers in a variety of disciplines, to those in government, in management and in the trade unions—who alone can implement them—appears not to have been highly successful to date.

As the seminar was convened to provide a stepping-stone to action, it was thought essential that, arising from its conclusions, there should be some positive recommendations that could be laid before those bodies, both national and international, which might see fit to give them consideration followed by possible action. The following is a summarized version of some of the recommendations:

1. In view of the need for closer collaboration between research workers of different countries, and between different disciplines, it was suggested that attention be given by relevant international bodies to ways of supplementing existing machinery for scientific collaboration. One method would be to make possible meetings between individuals and between small groups of research workers in different countries.

2. It was suggested that attention be drawn to the potential contribution of occupational health services. Three areas of action were specified:

(a) Counselling, both of the individual and of those responsible for administrative decisions affecting the employability of those past 40 years of age.

(b) Preventive action, by means of periodic medical examinations and the application, through such a program, of principles devised from scientific research into the specific problems of aging.

(c) Co-operation with research workers, especially in the attempt to develop practical techniques for assessing functional age in the variety of aspects relevant to work demands.

3. The seminar stressed the need for positive action at the governmental level. Suggested actions were:

(a) an occasional direct approach at ministerial level to alert employers and trade unions to both needs and solutions;

(b) a strengthening of the employment services by the special training of more officers as counsellors;

(c) the greater use of accelerated training in public training programs and the availability of local advisers to assist firms in providing retraining for their employees;

(d) that greater attention be paid to the possibility of influencing the flow of new employment to areas likely to be affected by rapid technological change.

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Women Graduates in Part-Time Work

The International Federation of University Women, at the invitation of the ILO, participated last year in a survey of part-time work for women, limiting its enquiry to university graduates. Replies were received from 22 countries, half in Europe, the others in North and South America, Asia, Africa and Oceania. The Canadian Federation has made the report of the survey available.

Persistent shortages of trained personnel and lessening prejudice against women's working had resulted in widespread growth of part-time work for women. Yet in a few countries—Finland, Israel, Luxembourg, Thailand and West Germany—it was practically non-existent, and in the public service of certain Latin American countries, with a regular schedule of 5 to 6 hours daily, the need for part-time arrangements did not arise. Unique was a law for the public service of Denmark which entitled a woman with children under 18 to have her hours reduced by one-third or one-half if the service would not be impaired.

Professions—Everywhere, teaching took first place among part-time professions. Doctors, pharmacists, dietitians, physiotherapists, speech therapists, psychologists and guidance counsellors also reported part-time employment. Physicists and chemists on research work in industrial and technical laboratories were sometimes engaged part-time. Law practice, difficult to adjust to a limited schedule, offered fewer possibilities, but women with legal training served as legal secretaries, assistants or social workers in the courtroom. Journalists, radio and television workers, librarians and translators worked on reduced schedules.

Schedules—The time worked varied: one to two hours per day, two or three days per week, half a day regularly or a certain number of months a year. Often hours were adjusted to requirements of the profession rather than to personal convenience.

Advantages, disadvantages—Most university graduates working part-time were married women with children. Part-time work fitted in with family responsibilities as well as having obvious financial incentive.

These women believed that work carried with it distinct intellectual benefits, enhancing the woman's feeling of personal worth in the family circle, the community and the profession on which she had spent years of preparation.

Greater confidence in the guiding of children, better understanding of the husband's work, stimulating social contacts, an eye to increasing activity later in life with the lessening of family responsibility, and ability, if necessary, to earn a living were other gains mentioned by those surveyed. A part-time schedule also permitted the carrying out of social duties and acceptance of honorary positions incumbent on a professional woman.

Keeping up with scientific advances, so vital in certain disciplines, was often too onerous with a full-time profession. The Swedish Association cited examples of women doctors who did full-time hospital duty for six months of the year and devoted the other six months to acquiring further specialization. In some fields, however, a reduced schedule was a deterrent to professional development, allowing an amateur attitude or spirit of stagnation to creep in. Combining income of husband and wife for tax purposes, and the poor prospects of advancement were sometimes discouraging features of part-time work.

In the absence of definite policy or legislation, part-time work might be governed by temporary and personal arrangements, insecure and even precarious in nature. Remuneration poorly adapted to responsibility, and exclusion from health insurance, pensions and paid vacations were other disadvantages frequently mentioned. Nevertheless, in some cases proportionally higher rates for part-time work compensated for the lack of fringe benefits; where competence and responsibility were the essential factors rather than the number of working hours, half-time commanded 60 to 70 per cent of the normal salary for full-time work.

Attitudes, Trends—Employers often deplored the added clerical costs of personnel details and higher turnover. Combinations of part-time and full-time staff with different starting and finishing hours, they thought, were not conducive to good morale. Nevertheless, those who were more concerned with the service rendered than the number of hours worked would rather comply with part-time arrangements than risk the loss of a skilled employee. After satisfactory experience with part-time service, they became more favourably inclined to it.

There was little evidence of pressure for legal measures or policies covering part-time employment. One association mentioned that trade unions were opposed to such legislation, fearing that it might lead to the denal of full-time employment to women in need of earning the maximum salary.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

Company and Location	Union
Bathurst Power & Paper, Bathurst, N.B.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Donnacona Paper, Riviere Jacques-Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
House of Seagram, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
TCA, company-wide	Sales Empl. (Ind.)

Part II—Negotiations in Progress During May

Bargaining

Company and Location	Union
Alberta Govt. Telephones, province-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Canada Cement, N.B., Que., Ont., Man., & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered local
Cdn. Westinghouse, Three Rivers, Que.	I.B.E.W. (AFL-CIO/CLC)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp and Paper Mill Wkrs. (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

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Company and Location	Union
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Newsprint Division), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Pulp & Paper (Kraft & Boxboard Division), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Newsprint Group, Que. & N.S.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Parent & Lower Dumoine, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Bush Wkrs., Farmers' Union (Ind.)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
K. V. P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Paper Makers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others.
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Rolland Paper, Mont Rolland & St. Jerome, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
TCA, company-wide	Air Line Flight Attendants (CLC)
TCA, company-wide	Air Line Pilots (Ind.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)

Conciliation Officer

Assn. des Marchands Detaillants, Quebec & district, Que.	Metal Trades' Federation (CNTU) (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades Federation (CNTU)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
H. J. Heinz, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Shell Oil Montreal East, Que.	Empl. Council (Ind.)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Shipping Federation, various ports, B.C.	Longshoremen & Warehousemen (CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (AFL-CIO/CLC) (Lumber & Sawmill Wkrs.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)

Post-Conciliation Bargaining

(No cases during May)

Arbitration

Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

(No cases during May)

Part III—Settlements Reached During May 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ABITIBI POWER & PAPER & SUBSIDS., QUE., ONT. & MAN.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 3,500 empl.—wage adjustment of 3¢ an hr. for mechanical trades and other classifications eff. May 1, 1963; hourly premiums for empl. assigned to responsibility in the absence of salaried foremen or superintendents increased to 12¢ and 22¢, depending on classification, eff. May 1, 1963 (formerly 8¢ and 18¢); evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); new provision for height pay amounting to time and one-half for specific structures or jobs designated locally; 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); employer contributions toward hospital and medical-surgical insurance to be $4.25 a mo. for single empl. and $7 a mo. for married empl. eff. May 1, 1964; group life insurance for retired empl. maintained at $2,500 at no cost to pensioners; pension benefits to be 2% of earnings from Jan. 1, 1947 to Dec. 31, 1962, 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964; eff. May 1, 1964, vesting rights to be 50% of employer contributions after 5 yrs. of applicable service, and to be increased by 10% annually for each yr. of applicable service until a total of 100% of such contributions becomes vested after 10 yrs.; rate for labourer $2.03 an hr.

ANGLO-CDN. PAPER, FORESTVILLE, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 3-yr. agreement covering 2,000 empl.—wage increases of 6¢ an hr. eff. May 1, 1963 and 5¢ an hr. eff. May 1, 1964 for hourly rated empl.; piece-rate increases of 10¢ a cord eff. May 1, 1963 and 10¢ a cord eff. May 1, 1964; bonus plan consisting of 5¢ a cord for first 100 cords, 10¢ a cord for first 150 cords and 15¢ a cord for first 200 cords introduced for wood cutters; time and one-half (formerly straight-time pay) to be paid for time worked in excess of 54 hrs. a wk.; vacation pay to be 2% of gross earnings after first day of work (formerly after 50 days) and 3% of gross earnings after 75 days of work (formerly 2½% after 100 days); rate for labourer after May 1, 1964 will be $1.23 an hr.

ATOMIC ENERGY OF CANADA, CHALK RIVER & DEEP RIVER, ONT.—ATOMIC ENERGY ALLIED COUNCIL (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.— wage increases of 7¢ an hr. eff. April 1, 1963 and 7¢ an hr. eff. April 1, 1964; rate for labourer after April 1, 1964 will be $1.90 an hr.

CALGARY POWER & FARM ELECTRIC SERVICES, ALTA.—EMPL. ASSN. (IND.): 2-yr. agreement covering 650 empl.—wage increases of 3% eff. Jan. 1, 1963 and 3% eff. Jan. 1, 1964; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.); rate for lineman will be $514.50 a mo. and rate for male clerk will be $242.50 a mo. after Jan. 1, 1964.

CONTINENTAL CAN, ST. LAURENT, QUE.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 700 empl.—wage increases of 3¢ an hr. effective Jan. 1, 1964 and 3¢ an hr. effective Dec. 1, 1964; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); improvements in group insurance and pension plans; "expanded employment plan" of earlier Continental Can settlement (L.G., Jan., p. 38) adopted; rate for labourer after Dec. 1, 1964 will be $2.17 an hr.

COUNCIL OF PRINTING INDUSTRIES, TORONTO, ONT.—PRINTING PRESSMEN (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 10¢ an hr. retroactive to Dec. 1, 1962, 10¢ an hr. eff. May 13, 1963 and 12¢ an hr. eff. March 1, 1964; 3 wks. vacation after 7 yrs. of service eff. Oct. 1, 1963 (at present after 10 yrs.); rate for pressman after March 1, 1964 will be $3.04 an hr.

DOMTAR PULP & PAPER (HOWARD SMITH PAPER DIVISION), CORNWALL, ONT.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,150 empl.—wage increase of 3¢ an hr. eff. May 1, 1963; evening and night shift premiums increased to 7¢ and 12¢ eff. on date of ratification (formerly 6¢ and 11¢); 4 wks. vacation after 20 yrs. of service eff. May 1, 1963 (formerly after 23 yrs.); jury duty pay introduced; male empl. retiring at age 65 to be covered by group life insurance amounting to $2,000; employer contribution to welfare plan increased to $6 a mo. (formerly $4.50 a mo.) for empl. without dependants and to $10 a mo. (formerly $6.50 a mo.) for empl. with dependants eff. on date of ratification; rate for labourer $1.98 an hr.

FIRESTONE TIRE & RUBBER, HAMILTON, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,150 empl.—wage increases of 5¢ an hr. for day wkrs. and 4¢ an hr. for piece wkrs. eff. Feb. 25, 1963, and 6¢ an hr. for day wkrs. and 5¢ an hr. for piece wkrs. eff. Feb. 25, 1964; additional classification adjustments; rate for sweeper after Feb. 25, 1964 will be $2.07 an hr.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 950 empl.—wage adjustment of 3¢ an hr. for mechanical trades; evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 25 yrs.); employer contributions toward hospital and medical-surgical insurance to be $4 a mo. (formerly $3.40 a mo.) for single empl. and $7.50 a mo. (formerly $5.80 a mo.) for married empl.; 4-yr. supplementary agreement providing for improvements in group life insurance and pension plan: maximum group life insurance to be $19,500 at no additional cost to empl.; life insurance of $2,500 for pensioners to be continued; pension benefits to be 2% of earnings from May 1, 1947 to Dec. 31, 1962, 1.75% of earnings from Jan. 1, 1963 to June 30, 1964 and 2% of earnings from July 1, 1964 to April 30, 1967; rate for labourer $2.03 an hr.

KELLOGG COMPANY, LONDON, ONT.—MILLERS (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—wage increases of 8¢ an hr. eff. April 15, 1963 and 9¢ an hr. eff. April 15, 1964; additional classification adjustments; Boxing Day to be ninth paid holiday; rate for helper (production) after April 15, 1964 will be $2.23 an hr.

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INTERNATIONAL LABOUR ORGANIZATION

Seventh Session, ILO Textiles Committee

Adopts conclusions on two technical items on agenda: conditions of employment in countries in course of industrialization, and problems of apprenticeship, training and retraining in textile industry. Canadian elected vice-president

The Textiles Committee* of the International Labour Organization, at its 7th Session, May 6-17, adopted conclusions on two technical items: conditions of employment and related problems in countries in the course of industrialization, and problems of apprenticeship, vocational training and retraining in the textile industry.

Delegations from 25 countries, including Canada, took part in the meeting. The Canadian delegation comprised:

Government delegates—F. J. McKendy, Economics and Research Branch, Department of Labour (head of delegation), and W. J. Hurd, Technical and Vocational Training Branch, Department of Labour.

Employer delegates—H. F. Irwin, Primary Textiles Institute, Toronto, and G. B. Lawrence, The Hamilton Cotton Company, Limited, Hamilton, Ont.

Worker delegates—Raoul Gaouette, Textile Workers of Magog (CNTU), and Oscar Longtin, United Textile Workers (CLC), Valleyfield, Que.

One of the Canadian employer delegates, H. F. Irwin, was elected a vice-chairman of the meeting.

In its conclusions concerning conditions of employment in the textile industry in countries in the course of industrialization, the Committee stated that, to further the economic growth and improve the standard of living of their peoples, these countries should be enabled to find export markets for their manufacturers, including textile goods. The Committee added that this should be done with due regard both to the employment of textile workers of industrialized countries and to a fair international distribution of the imports of textiles from developing countries.

The Committee noted also that international technical and economic co-operation will contribute to the economic growth of the developing countries.

Countries in the course of industrialization, the Committee said, should make every effort to diversify their economy by developing also other industries besides the textile industry. The Committee believes that this diversification effort should receive the active co-operation of the industrialized countries.

Vocational Training—In its conclusions with respect to problems of apprenticeship, vocational training and retraining, the Committee stated that the principles set out in the Vocational Training Recommendation adopted by the International Labour Conference last year (L.G., Aug. 1962, p. 941) should be used as a basis for training action in the textile industry. The aim, the Committee said, should be to ensure that every person entering the industry is properly inducted and fully trained for the occupation to be followed.

In addition, all persons in the industry should have the opportunity of further training so as to reach the highest level within their capacities and in conformity with their inclinations.

The Committee stated further that "Every person whose employment is affected by technological or economic changes should, where necessary, be given the opportunity of undertaking further training to facilitate his continued employment in the textile industry. Where such employment is not available, opportunities should, if required, be provided by the public authorities for retraining for suitable employment in some other industry."

The Committee asserted that the training facilities in the industry should be organized and established by the undertakings, by

*The Textiles Committee is one of eight international Industrial Committees created by the International Labour Organization in 1945 to deal with the labour and social problems of major industries of world importance.

the industrial organizations within the industry, by the public authorities concerned or by any combination thereof.

With regard to the changes within the textile industry caused or being caused by automation, mechanization and scientific development, the Committee thought that the International Labour Office should make an investigation to determine the qualifications of the labour force that will become essential in the future. The findings should be published and should be examined at a technical meeting of textile training experts to be convened by the ILO, the Committee recommended.

Resolutions—The Committee unanimously adopted a resolution that urged the governments of all countries to use all possible resources to make the labour market more flexible by providing technical information and facilities for retraining, by encouraging mobility of the factors of production, by providing adequate unemployment benefits, and by other means with a view to pursuing a policy of full employment which would permit the absorption of redundant textile workers.

By a vote of 54 to 38, with 45 abstentions, the Committee adopted a resolution concerning the social aspects of international trade in textiles. The resolution invites the Governing Body to draw the attention of the contracting parties to the General Agreement on Tariffs and Trade, and of other international organizations concerned, to the social consequences of measures affecting international trade in textile products, and to invite them to examine, when studying and applying agreements designed to avoid the disruption of textile markets, their adverse affects on the employment and the standard of living of textile workers.

47th Conference: Canadian Delegation

Canada has 23-member delegation at International Labour Conference in Geneva this month. Federal Minister of Labour, two provincial Ministers of Labour accompany delegation, which again is headed by the Deputy Minister of Labour

A 23-member Canadian delegation is taking part in the 47th International Labour Conference from June 5 to 27 in Geneva. In addition, the federal Minister of Labour, Hon. Allan J. MacEachen, and two provincial Ministers of Labour are accompanying the delegation.

The delegation is again headed by George V. Haythorne, Deputy Minister of Labour. Again the Employer Delegate is T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Co.; the Worker Delegate, again Joseph Morris, Executive Vice-President of the Canadian Labour Congress.

The provincial Ministers of Labour accompanying the Canadian delegation are Hon. C. H. Ballam of Newfoundland and Hon. N. L. Fergusson of Nova Scotia.

The agenda of this year's conference calls for second discussions of draft instruments concerning prohibition of the sale, hire and use of inadequately guarded machinery, and concerning termination of employment at the initiative of the employer. First discussions were being held on hygiene in shops and offices, and on benefits in case of work accidents and occupational diseases.

The Canadian delegation comprises:

Government Delegation—Mr. Haythorne, head of delegation; Government Delegate John Mainwaring, Canadian Labour Attaché, Brussels; Substitute Government Delegate, Saul Rae, Ambassador of Canada to the European Office of the United Nations, Geneva; Advisers: R. M. Adams, Economics and Research Branch; L. A. Aitken, Accident Prevention and Compensation Branch; Miss Edith Lorentsen, Director, Legislation Branch; H. T. Pammett, ILO Branch, all Department of Labour, Ottawa; W. E. Bauer, First Secretary, Permanent Mission of Canada to the European Office of the United Nations; Hon. Justice Joseph Marineau, President, Quebec Workmen's Compensation Commission; and J. P. Windish, Occupational Health Division, Department of National Health and Welfare.

Worker Delegation—Worker Delegate Joseph Morris; Substitute Worker Delegate Kalmen Kaplansky, Director of the CLC International Affairs Department; Advisers: F. C. Bodie, Secretary-Treasurer, Alberta Federation of Labour; Jean-Paul Geoffroy, Director of Technical Services, CNTU; J. F. Simonds, Atlantic Regional Vice-President, CLC; J. F. Walter, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers.

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TEAMWORK in INDUSTRY

The labour-management formula for success, human and monetary, in any business or industry is give-and-take on a 50-50 basis, and knowing that you can't want everything and give nothing, claims Frank Brewitt, president of Local 2914, United Brotherhood of Carpenters and Joiners (AFL-CIO/CLC) and a machine operator with Bathurst Containers Limited, Toronto. The biggest threat of all to industry, he says, is the man who can't or won't see past the end of his nose where the common good is concerned.

Mr. Brewitt bristles at any suggestion that union or management have to be "soft on each other" in order to work as a team. "Don't ever get the idea that we're not tough around here," he told LMCS representatives from the Department of Labour during a recent interview. "There are tough men on both sides of this operation. But being tough doesn't have to mean being unreasonable."

No Use for Prejudice

He has no use for the man in a position of leadership whose prejudice and narrowness prevents him from seeing what is best for the general welfare of everyone under his jurisdiction. "One man like that can wreck morale and efficiency in an entire plant," he declared.

Teamwork between labour and management at Bathurst Containers has conferred benefits on everyone, said Mr. Brewitt, and neither side has had to "give anything up" in order to achieve co-operation. On the union's side, wages, privileges and working conditions have climbed; the company has gained prestige through its standards of safety, quality and output.

"No grievance of any kind in almost six years," continued Mr. Brewitt. "Three lost-time accidents in four years. Grievance forms used as scratch pads. This is what you get when relations are good. Our boys seldom make a mistake even on orders running to 30 or 40 thousand pieces! You *can't do* these things on poor relations and low morale!"

Bathurst's area manager Max Sutcliffe thinks that human relations between labour and management in Canadian industry are "on an upward trend." They had been at a low for some time, he said, but employers and employees generally seem to be working toward a higher level of teamwork.

He blamed labour and management equally for the previous low level of relations and suggested that mutual trust on both sides would stimulate the spirit of joint participation required for industry to grapple effectively with the problems. "One side can't go all the way without the help of the other," he said, "but management should lend its personal leadership in the plant to any project whose success is important."

Secret of Good Management

His brother, plant manager Harold Sutcliffe, described the secret of good management as "giving a man the feeling that he's as good as you are and as necessary to the company as you are—which he is." Labour-management consultation can do remarkable things for a plant's achievement record, Mr. Sutcliffe continued.

"Morale in the Toronto plant is high, the safety record is excellent—and these things are reflected in quality, costs and profits."

Talk of grievances at Bathurst Containers invariably brings up a favourite labour-management story in the plant. Back in 1939-40, the company laid in a fairly extensive supply of grievance procedure forms. There has been so little call for them that plant and office personnel have been using them for some time now as scratch pads.

Fair and Honest

"It's not so much what's in the contract," said Mr. Sutcliffe. "We want to be fair and honest. We're willing to bend the contract a little. Our idea is that when people come in here they should be happy at work."

He lamented the fact that the firm was losing many of its older employees through retirement but he isn't worried about the future of labour-management relations at Bathurst. As he puts it: "The spirit of co-operation in the older men has rubbed off on the young fellows." The company's labour-management committee was organized in May 1958.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during April. The Board issued three certificates designating bargaining agents, rejected one application for certification and granted one application for revocation of certification. The Board granted one request under Section 61(2) of the Act for review of an earlier decision; it granted, in part, one request for review and denied three other such requests. During the month the Board received five applications for certification and four requests under Section 61(2) of the Act for review of earlier decisions.

Applications for Certification Granted

1. Office Employees' International Union, on behalf of a unit of administrative, clerical and medical employees and laboratory attendants employed by Atomic Energy of Canada Limited at its Chalk River Nuclear Laboratories and at the town of Deep River, Ont. (L.G., April, p. 309).

2. International Longshoremen's and Warehousemen's Union, Local 501, Canadian Area, on behalf of a unit of dockmen-drivers employed by Lynn Terminals Limited, North Vancouver, B.C. (L.G., May, p. 389).

3. The National Syndicate of the Employees of the Trucking Industry, Saguenay-Lake St. John, Inc., on behalf of a company-wide unit of employees of Roberval Express Limited, Chambord, Que. (L.G., May, p. 389). The Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America had intervened (see also "Application for Certification Rejected," below).

Application for Certification Rejected

Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Roberval Express Limited, Chambord, Que., respondent, and the National Syndicate of the Employees of the Trucking Industry, Saguenay-Lake St. John, Inc., intervener (L.G., April, p. 309). The application, which covered a unit of employees at certain terminals of the company, was rejected for the reason that the proposed unit of employees was not considered appropriate for collective bargaining (see also "Applications for Certification Granted," above).

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Twin City Broadcasting Company Limited, Kitchener, Ont., applicant, and the National Association of Broadcast Employees and Technicians, respondent (L.G., May, p. 390). The certified bargaining agent, the National Association of Broadcast Employees and Technicians, did not contest the application.

Requests for Review Granted

1. CKCV (Quebec) Limited and the National Association of Broadcast Employees and Technicians, joint petitioners. The Board issued an amending certificate, which contained the job titles being used by the company (see "Requests Received for Review of Decisions," below).

2. Eldorado Mining and Refining Group of the Civil Service Association of Canada, petitioner, Eldorado Mining and Refining Limited, respondent, K. W. Brooke, J. v. D. Forstmann, *et al*, interveners, and The Chemical Institute of Canada, intervener (L.G., May, p. 390). The petitioner desired to add to the certified bargaining unit employees classified as design engineer, research engineer, research chemist, and research metallurgist, as well as secretary, librarian and secretary, and accounting and payroll clerk. The Board granted the request

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

in respect of the employees classified as librarian and secretary, and accounting and payroll clerk. The request was denied by the Board in respect of design engineer, research engineer, research chemist, research metallurgist and the secretary because, in the view of the Board, the unit of employees for which the petitioner is the certified bargaining agent would not be an appropriate unit in which to include these classifications of employees.

Requests for Review Denied

1. The Order of Railroad Telegraphers, petitioner, Canadian National Railways, respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent (L.G., May, p. 390). The request for review was restricted to a clarification of the Board's certification order of December 28, 1962, as it applied to 27 employees of the railway consisting of ticket agents, assistant ticket agents, and ticket sellers employed on the Atlantic and St. Lawrence Regions of the CNR. The Board rejected the request for review made by The Order of Railroad Telegraphers and affirmed that its earlier order of certification granted to the Canadian Brotherhood of Railway, Transport and General Workers did include the classifications of ticket agent, assistant ticket agent, and ticket seller on the Atlantic Region and St. Lawrence Region of the railway system. In giving its decision, the Board informed the parties that by reason of the evidence given at the hearing before the Board on April 23, with regard to arrangements made in a collective agreement entered into on February 18, 1963, between the CNR and the CBRT, the Board considered that the fears of the 27 employees affected appeared to be unwarranted.

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauf-

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

feurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent.

3. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener.

In denying the two requests for review cited immediately above, the Board stated for the record that it had considered the representations of Local 979 and found that no new material was presented in support of the requests for reconsideration that was not before the Board when the application for certification made by Local 979 was heard on March 19, 1963, and rejected; and further, that the Board still considered that, in the situation which today exists in Empire Freightways Limited, a unit comprising employees of the company in both Manitoba and Saskatchewan is appropriate for collective bargaining, also that the unit proposed by Local 979 would leave unrepresented for collective bargaining purposes some six employees of the Company at its Winnipeg terminal who are now covered by collective agreement (*see* "requests Received for Review of Decisions," below).

Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Pacific Tanker Co. Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

2. The National and Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of employees of North-American Elevators Limited, Sorel, Que. (Investigating Officer: R. L. Fournier).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Bushnell TV Co. Limited, Ottawa, Ont. (Investigating Officers: G. A. Lane and G. E. Plant).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dominion Auto Carriers, Ltd., Walkerville, Ont. (Investigating Officer: A. B. Whitfield).

5. Teamsters, Chauffeurs, Warehousemen and Helpers Local No. 91, and Cartage and Miscellaneous Employees' Union Local No. 931, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of St. Lawrence Rendering Company Limited, Cornwall, Ont. (Investigating Officers: G. A. Lane and G. E. Plant).

Requests Received for Review of Decisions

1. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, respondent (*see* "Requests for Review Denied," above). The request was for the revocation of the certificate issued by the Board on January 25, 1962, to the Canadian Brotherhood of Railway, Transport and General Workers in respect of all drivers, maintenance garage employees, and warehousemen employed by the company (L.G. March 1962, p. 331).

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, petitioner, Empire Freightways Limited, Winnipeg, Man., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (*see* "Requests for Review Denied," above). The request was for the Board's reconsideration of its rejection on March 20, 1963, of an application for certification made by the petitioner on behalf of dockhands and a driver employed at the Winnipeg terminal of the company. The application for certification had been rejected for the reason that the unit was not considered to be appropriate for collective bargaining (L.G. May, p. 389).

3. Request for review of the certificate issued by the Board on May 21, 1954, affecting the National Association of Broadcast Employees and Technicians and CKCV (Quebec) Limited, Quebec, Que., joint petitioners (L.G. 1954, p. 992). (*See* "Requests for Review Granted," above).

4. Request for review of the certificate issued by the Board on August 24, 1960, affecting the Canadian Brotherhood of Railway, Transport and General Workers, petitioner, and the Canadian Pacific Railway Company (Bay of Fundy Service), respondent (L.G. 1960, p. 1027).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited, Chalk River, Ont., and the Atomic Energy Allied Council (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

2. McClure Transport Limited, Edmundston, N.B., and District 50 of the United Mine Workers of America (Conciliation Officer: H. R. Pettigrove).

3. Canadian Pacific Air Lines, Limited, Vancouver Airport (Flight Kitchen Section at Sea Island), and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

4. Canadian National Hotels, Limited (Nova Scotian Hotel, Halifax), and Local 662 of the Hotel and Restaurant Employees' and Bartenders, International Union (Conciliation Officer: D. T. Cochrane).

5. National Harbours Board, Saint John, N.B., and National Harbours Board Police Association (Port of Saint John) (Conciliation Officer: H. R. Pettigrove).

6. Canadian Pacific Railway Company Great Lakes Steamships Service, Port McNicoll, Ont., and Canadian Maritime Union (CLC) (Conciliation Officer: T. B. McRae).

Settlement Reported by Conciliation Officer

Rod Service (Ottawa) Limited, Ottawa, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L. G., May, p. 396).

Conciliation Board Appointed

Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown, P.E.I.), and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Jan., p. 49).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in February to deal with a dispute between Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., April, p. 311) was fully constituted in April with the appointment of His Honour Judge P. S. MacKenzie of Walkerton, Ont., as Chairman. Judge MacKenzie was appointed by the Minister on the joint recommendation of the other two members of the Board, Francis Arbour and Henry Kobryn, both of Windsor, who were previously appointed on the nomination of the company and the union, respectively.

U.S. Building Trades Wage Rates Advance 0.3 Per Cent

Advances in wage scales of unionized building-trades workers in the United States averaged 0.3 per cent, or 1.2 cents, during the first three months of 1963, the U.S. Department of Labor's Bureau of Labor Statistics has announced. This rise approximated the increase registered in the corresponding period of 1962, according to the Bureau's quarterly survey of seven major building trades in 100 cities.

Changes during the quarter raised the estimated average wage scale for building-trades workers to $3.99 an hour. Painters recorded the greatest advance with an average hourly scale increase of 2.9 cents. Building labourers and carpenters followed with advances of 1.4 and 1.3 cents, respectively. For the other crafts studied, except bricklayers, the rise was less than half a cent.

Higher wage scales were reported for a tenth of the workers included in the survey. The typical advance was 10 or 15 cents, each being provided in a fourth of the adjustments. Increases of 5 cents an hour occurred in an eighth of the adjustments, and 12½ cents in a like proportion. Hourly rates advanced in 20 cities for painters, and in 8 to 13 cities for the other trades.

LABOUR LAW

Legal Decisions Affecting Labour

Nova Scotia Supreme Court upholds granting of injunction and damages when strike illegally called. Alberta Supreme Court quashes certification order

In Nova Scotia, the Supreme Court confirmed the granting by the trial judge of an injunction and damages when the strike was called in contravention of the strike vote requirements under the Nova Scotia Trade Union Act.

In Alberta, the Supreme Court ruled that the refusal by the Board of Industrial Relations to communicate to the other party the evidence filed with the Board by the union on application for certification amounted to the denial of natural justice and made the certification order invalid.

Nova Scotia Supreme Court (Appeal Side) . . .

. . . confirms granting of injunction and damages for engaging in an unlawful strike and picketing

On September 6, 1962, the Nova Scotia Supreme Court dismissed an appeal from the judgment of Mr. Justice Bissett, who, granting an injunction against strike and picketing and in awarding damages, held that a majority vote in favour of a strike obtained in a combined vote of the employees in two bargaining units represented by the same union did not comply with the provisions of the Trade Union Act, which provides that no strike shall be called until a secret vote of "the employees in the unit affected" has been taken and "the majority of such employees have voted in favour of a strike." The details of Mr. Justice Bissett's judgment and the circumstances of the dispute were described in the LABOUR GAZETTE, April 1962, pp. 446-448.

In appeal, the court was of opinion that it is an actionable wrong to go on strike in contravention of the strike vote requirements of s. 24(3) of the Nova Scotia Trade Union Act where a combined vote is taken in two bargaining units (instead of a separate vote in each unit) or where on the taking of a vote in a unit a majority of those in the unit do not endorse the strike. Moreover, peaceful picketing in pursuance of such an unlawful strike is also actionable as being a conspiracy to accomplish an unlawful purpose.

The Court recalled that in *General Dry Batteries of Canada Ltd. v. Brigenshaw et al.* (L. G. 1952, p. 188) and *Peerless Laundry & Cleaners Ltd. v. Laundry & Dry Cleaning Workers Union et al.* (L.G. 1952, p. 1488) the judges have taken the view that a legal picket can exist side by side with an unlawful strike.

However, Prof. A. W. R. Carrothers in "Recent Developments in the Tort Law of Picketing" (1957), 35 Can. Bar Rev., 1005 at p. 1014 stated:

> It is submitted that where picketing is invoked to make an unlawful strike effective, it becomes the means or part of the means to an unlawful end and is itself unlawful. To separate picketing from striking in circumstances in which they are clearly integrated is to ignore the law of civil conspiracy.

Reviewing the case at bar, Mr. Justice Currie was of the opinion that until *Gagnon v. Foundation Maritime Ltd.* (L.G. 1961, p. 939) was decided in the Supreme Court of Canada, the application of the law of civil conspiracy to picketing was in an uncertain state. The decision in the *Gagnon* case makes it no longer valid to draw a line of demarcation between the act of picketing and the act of striking.

Mr. Justice Ritchie of the Supreme Court of Canada in the *Gagnon* case described conspiracy as follows:

> A conspiracy consists, not merely in the intention of two or more but in the agreement of two or more, to do an unlawful act or to do a lawful act by unlawful means. The essence of the crime of conspiracy lies in the agreement itself which may be punishable, although no action has been taken pursuant to it, but the tort of conspiracy sounds in damages and is concerned only with the effect upon others of steps taken to carry out such an agreement.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Mr. Justice MacDonald, in the case at bar, pointed out that in the *Gagnon* case the Supreme Court of Canada provided the principle which is applicable to the situation under review. That principle is that persons who agree to procure and who do procure the employees of an employer to abstain from work by means of a strike prohibited by a statute thereby engage in an unlawful conspiracy and become liable in tort for damages resulting from the steps taken to carry out that agreement, whether those steps be otherwise lawful or not.

Further, the appeal court held that in any event the picketing in the case at bar amounted to an actionable nuisance in so far as untrue information appeared on placards and in pamphlets and in so far as it involved laughing and jeering at persons entering and leaving plaintiff's premises. Also the Court held that it was an actionable conspiracy and nuisance to distribute leaflets telling members of the public to refuse to pay any bills owing to the plaintiff until the strike was over.

Regarding the second strike vote the Court held that, although a strike following a strike vote taken in the combined units is unlawful, it is permissible for the union to take a second strike vote in each unit and thus to make the strike lawful from that time on in respect of employees in a unit where the majority have voted in favour of the strike. Although Section 24(3) of the Act does not spell out the procedure to be followed in conducting a strike vote, it must be construed to require reasonable notice of an impending vote to the employees in the affected unit.

The trial judge was of the opinion that some of the employees were not any longer eligible to participate in the second strike vote because as the result of the strike they already ceased to be the company's employees. The Court of Appeal was of different opinion. Section 2(1) of the Trade Union Act provides, *inter alia,* that no person shall cease to be an employee by reason only of ceasing to work as a result of a strike which is not contrary to the Act. Members of the office staff unit voted to strike in a combined vote with the sales staff unit of the same establishment. They were told that those who were not at work on the day of the strike would be "replaced". The strike occurred but since the combined vote was in violation of Section 24(3) of the Trade Union Act, separate votes in each unit were subsequently taken and three members of the office staff voted to strike. The trial judge held that they were no longer employees when the second vote was taken.

In the opinion of the appeal court it was open to the office staff to take a second vote and the strike in that unit was thereafter lawful. The Court held that the employees in question had not been "discharged" on going on strike after the illegal first vote, the term "replaced" used by the employer being capable of meaning that the place of a striking worker would be taken by someone else until the troubles were over.

In the opinion of Chief Justice Ilsley, as the members of the office unit voted unanimously in the second vote (October 12) in favour of a strike, their strike from then on was not unlawful. But as only six members of the sales unit voted for a strike in the second vote their strike from then on, as before, was unlawful. As the three members of the office unit assisted in the unlawful strike of the members of the sales unit after October 12, showing that they had agreed and were agreeing to the performance of an unlawful act and participating in the doing of that act, they were liable for the tort of conspiracy to the same extent as the members of the sales unit who participated in their unlawful strike.

A damage action by reason of a strike and picketing was brought against five individual defendants and a subsequent order declared that they should defend on behalf of themselves and all members of their union but that the union itself was not a party. The Court of Appeal held that it was clearly wrong to include in the action members of the union who took no part in the strike and members of the union employed by other employers. Therefore any judgment for damages should be limited to those who participated in the strike.

The Court of Appeal held that the union members who actually participated in the strike and the picketing were properly enjoined by the trial judge and were liable for damages for the injury they caused to the employer. *Jacobson Bros. Ltd. v. Anderson et al.* (1963) 35 DLR (2d) Part 10, p. 746.

Alberta Supreme Court . . .

. . .rules Board refusal to make evidence available to employer renders certification order invalid

On January 22, 1963, Mr. Justice Riley of the Alberta Supreme Court quashed a certification order because the Board of Industrial Relations refused to make available to the company a copy of the union's constitution filed with the Board by the union. The Court held that any of the

evidence used by the Board on an application for certification should be made available to the parties.

On October 9, 1962, the Secretary of the Alberta Board of Industrial Relations informed Capitol Cleaners & Laundry Ltd. that Local 1105 of the Retail, Wholesale & Department Store Union had applied to the Board to be certified as bargaining agent for the company's employees except office employees and those excluded by the Alberta Labour Act. On October 11 the company advised the Board that representation would be made on the company's behalf at the Board's hearing, which was subsequently fixed for November 5, and asked the Board for a copy of the union's constitution filed with the Board.

In answer to that request, the Board informed the company that under Section 105(5) of the Alberta Labour Act the Board is not permitted to allow public inspection of the material filed with the Board. Further, the Board advised the company to ask the union for a copy of its constitution.

On October 23 the company asked the union for a copy of its constitution but the request was refused.

At the hearing of the application for certification on November 5, the company objected to continuing the hearing unless it was allowed to receive and make representation respecting the constitution of the union. The Board refused to allow the company to see the copy of the constitution in the Board's possession, and the union once again refused to let the company have a copy.

On November 14 the Board issued a certification order certifying Local 1105 as a bargaining agent for a unit of employees of Capitol Cleaners & Laundry Ltd., Edmonton, comprising all employees except office employees and those in a supervisory capacity, which was a different unit of employees than that which was the subject of the hearing on November 5.

After the certification order, the company applied to the Court by way of *certiorari* to quash the order on the ground that the actions of the Board violated the principles of natural justice.

Mr. Justice Riley in his judgment referred to Section 63 of the Act dealing with approval or refusal by the Board of application for certification, and Section 105 dealing with "Returns to Minister". Particularly he referred to subsection (5) of Section 105, which reads: "The information required to be filed under this section shall be used only for the purposes of this Part and shall not be open to inspection by the public."

In Mr. Justice Riley's opinion the Board, in refusing to allow the company to see the copy of the union's constitution in its possession, overlooked the reasons for judgment of the Alberta Supreme Court delivered by Mr. Justice Primrose, on April 3, 1958 in *Re Board of Industrial Relations and Oil, Chemical and Atomic Workers, and Britamoil Pipe Line Co.* unreported, in which he stated:

> On the hearing there was some confusion as to the meaning of Section 105(5) of the Act, which stipulates that information required to be filed can only be used for the purposes of this Part, but I am satisfied any of the evidence used by the Board in reaching its decision should be made available to the parties.

In the case under review Mr. Justice Riley reached the conclusion that a request by a party vitally interested in and affected by the certification order cannot be considered "the public" within the meaning, scope and purview of Section 105(5) of the Act. Consequently the certification order in question should be quashed. *Re Alberta Labour Act; Capitol Cleaners & Laundry Ltd. v. Board of Industrial Relations et al.*, (1963) 41 WWR, part 8, p. 500.

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Concern with school drop-outs who are inadequately prepared for the job market was evidenced by enactments during the 1962 legislative sessions in New York and West Virginia, the United States Department of Labor reports.

New York authorized its Division for Youth to establish work training and counselling programs for out-of-school youth under 21 who lack the necessary skills and work attitudes to find jobs. Another New York law authorized the State Education Department to operate a "School-to-Employment" program, under which 15-year-old students identified as potential drop-outs will participate in a school-work program.

In West Virginia, under an experimental program authorized for one county, unemployed boys of 16 and 17 who had dropped out of high school were subject to compulsory job training during the summer of 1962. Reports on the program will determine whether it will be extended or abolished.

Recent Regulations under Provincial Legislation

New Brunswick sets special minimum rates for certain sawmill and forestry workers. Manitoba issues new fair wage schedule for construction workers

A new minimum wage order in New Brunswick set a minimum wage of $46 a week or $200 a month for employees in sawmills or in logging operations who have no regular work week.

In Manitoba, a new fair wage schedule for construction workers set higher minimum rates for a few occupations. Regulations under the Labour Relations Act set out the procedure to be followed with respect to strike votes.

Alberta Elevator and Fixed Conveyances Act

An amendment to the regulations under the Alberta Elevator and Fixed Conveyances Act governing periodic inspections and tests of elevators, escalators and dumbwaiters was gazetted as Alta. Reg. 119/63 on April 15.

The amendment sets out the procedure to be observed when an inspector directs an owner or his agent to take an unsafe fixed conveyance out of service. In this respect, the inspector may specify the manner in which the conveyance is to be sealed and whether the direction is to be carried out immediately in the presence of the inspector, or before a stated time or date. The owner or his agent is obliged to carry out these directions effectively.

No person may break or remove a seal, except on the authority of an inspector, or operate a sealed conveyance. If a seal is broken or removed without the authority of an inspector, the owner is required to notify the Chief Inspector immediately in writing.

Manitoba Fair Wage Act

In Manitoba, the annual fair wage schedule fixing minimum wages and maximum hours of work at straight-time rates for certain construction workers was gazetted as Man. Reg. 33/63 on April 27 to remain in force from May 1 until April 30, 1964.

Most of the rates are the same as in last year's schedule but a few were increased by 5 or 10 cents an hour, mainly in Greater Winnipeg. There were no changes in the hours provisions.

The principal changes, however, stemmed from a 1963 amendment to the Act narrowing the coverage of the schedule. Instead of applying to private construction work costing more than $100 in places with a population of over 2,000, the schedule now applies only in communities with a population of over 5,000 (Brandon, Dauphin, Flin Flon and Portage la Prairie). As a result, employers in eight smaller centres are no longer obliged to pay the rates prescribed in the schedule.

As before, the schedule applies also to public works authorized by the Minister of Public Works, and to private and public construction work in Greater Winnipeg. The Lieutenant Governor in Council also has authority to extend coverage to private work in other areas of the province.

Manitoba Labour Relations Act

New provisions dealing with strike votes were added to the Rules of Procedure and Practice for the Administration of the Manitoba Labour Relations Act by Man. Reg. 30/63 gazetted April 13.

A 1962 amendment to the Act provided for secret strike votes supervised by the Manitoba Labour Board. The regulations prescribe the form to be used when applying for a strike vote, set out the information to be submitted and lay down the procedure to be followed by the Board when taking a vote.

New Brunswick Minimum Wage Act

The New Brunswick Minimum Wage Board has issued a special minimum wage order for employees in sawmills and in logging operations who do not have a regular work week.

The new order applies to all employees in sawmills and in logging or forest operations who have no normal work week and whose hours of work are unverifiable. In particular, it covers guards, cooks and kitchen employees, stablemen, fire rangers and wardens, watchmen, scalers and assistant scalers, assistant foremen, cut inspectors, and clerks.

These employees must be paid a minimum wage of at least $46 a week or $200 a month.

The new order does not place any limitations on hours but stipulates that the Weekly Rest Period Act must be observed. This means that employees subject to this order must be given a weekly rest of at least 24 hours, wherever possible on Sunday.

(Continued on page 524)

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit numbered 685,000 on March 29, about 35,000 fewer than at end of previous month and almost same as total year earlier, statistics* show

Claimants for unemployment insurance benefit numbered 685,300 on March 29. This was about 35,000 fewer than the total of 720,500 at the end of February, but almost the same as that of March 30, 1962, when there were 687,500 claimants.

About two thirds of the claimants on March 29 had been on claim for an average of seven weeks, and nearly 30 per cent had been on claim continuously for an average of 20 weeks. Only 5 per cent had been on claim continuously for more than six months.

Some 160,000 claimants ceased to claim during March. Based on 1961-62 experience, an estimated 55,000 withdrew because they had exhausted seasonal benefits; it is assumed the remaining 105,000 returned to work.

Initial and Renewal Claims

Initial and renewal claims filed in March numbered 195,900, of which 143,600 were initial, and 52,300 renewal claims. This was only a little more than the 188,500 filed in February, and about 30,000 fewer than in March 1962.

New cases during March totalled 136,200, comprising about 70 per cent of the total. The new cases, which represent loss of jobs, included all the renewal claims, but only 83,900 of the initial ones. The remaining 60,000 initial claims, on behalf of claimants who exhausted regular benefit and requested an extension under the seasonal benefit provisions, thus do not represent loss of employment during the month.

As the seasonal benefit period advances, the proportion of initial claims classed as "new" diminishes; and the proportion represented by the remainder, which are described as "transitional," increases correspondingly. Thus in December 1962, the proportion of new claims among the initial ones was 88 per cent, in January it was 78, in February 68, and in March 58 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in March was estimated at 589,700, compared with 591,900 in February and 638,800 in March 1962.

Payments during the month amounted to $61,300,000, compared with $58,700,000 in February, and $68,800,000 in March 1962.

The average weekly payment was $24.75 in March, $24.81 in February, and $24.49 in March 1962.

The increase in total payments does not conflict with the decline in the number of claimants during the month, because data on payments usually lag behind that on claimants. Payment data also cover the whole month's operation, whereas the count of claimants is made at the end of the month, and hence is more likely to be affected by changing conditions. In order to obtain a balance for the end of the fiscal year, the March data also include supplementary payments, which, in other months, would be included in the data for the next month.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

*See Tables E-1 to E-4, pages 539-541.

Insurance Registrations

Insurance books or contribution cards have been issued to 5,098,023 employees who have made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

On March 31, registered employers numbered 337,425, a decrease of 868 since February 28.

Enforcement Statistics

During March, 11,009 investigations were conducted by enforcement officers across Canada. Of these, 7,311 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 191 were miscellaneous investigations. The remaining 3,507 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 292 cases, 76 against employers and 216 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentation by claimants numbered 1,944.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled $28,365,629.94, compared with $26,381,492.32 in February and $27,743,532.74 in March 1962.

Benefits paid in March totalled $61,300,599.60, compared with $58,741,718.11 in February and $68,826,615.12 in March 1962.

The balance in the Fund on March 31 was $6,507,869.81; on February 28 it was $39,442,839.47 and on March 31, 1962, it was $63,535,370.96.

Monthly Report on Placement Operations of the National Employment Service

Placement operations of the National Employment Service during April 1963 maintained a level below that recorded a year ago, although a substantial seasonal increase in activity occurred during the month. Vacancies notified to NES offices also were fewer than during April 1962.

Some 85,400 placements were made during April, fewer than during the same month a year ago by 10.2 per cent but more than in April of any earlier year since 1953. Some 59,000 placements of men were effected, 10.4 per cent fewer than last year, and 26,400 placements of women, 9.6 per cent below last April's total.

Total placements during the first four months of 1963 amounted to some 291,000, fewer than in the same period in 1962 by 9.1 per cent, but considerably more than during the same four months of 1961 or any other postwar year.

Vacancies notified by employers to local employment offices during April amounted to some 116,700, a decrease of 5.1 per cent from the year-earlier figure. Vacancies for men, at 77,500, declined by 6.5 per cent, a higher rate of decline than for vacancies for women, which, at 39,100, decreased 2.2 per cent from April 1962. Nevertheless, these rates of year-to-year decreases were less than those recorded the previous month, the result of a stronger seasonal upturn this April.

A total of some 377,000 vacancies have been notified during the first four months of 1963, less than the 401,000 during the same period last year, but higher than in any earlier year since 1956.

Some 3,800 or 4.4 per cent of the placements effected during April involved the movement of workers from one local office area to another. This was smaller in number than placements last April but represented about the same proportion of total placements.

Regionally, April placements, with percentage changes from April 1962, were:

Atlantic	5,100	—29.8
Quebec	24,800	—10.1
Ontario	31,300	— 6.4
Prairie	16,700	—12.4
Pacific	7,500	— 2.6

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2136, March 12, 1963

Summary of the Main Facts: The claimant filed an initial application for benefit in Toronto on July 20, 1962, and was registered for employment as a labourer. He stated that he had last worked as a porter for a railway express company from June 1961 to July 19, 1962, at which date he had lost his employment for the following reasons: "Voluntary separation. The hours were 4.30 p.m. to 1 a.m.—result I was unable to secure transportation, thus having a walk of four miles."

On August 7, 1962, the local office asked the claimant what means of transportation had been available to him in the past, how long he had been on the same shift, what steps he had taken in order to obtain a change of shift and what effort he had made to arrange for transportation.

On August 8, 1962, the insurance officer disqualified the claimant from receiving benefit for the period July 15, 1962 to August 25, 1962 for having voluntarily left his employment without just cause within the meaning of Section 60(1) of the Act.

On August 9, 1962, the claimant mailed the following answer to the request of the local office for additional information:—

> The last bus to Lawrence and Bellamy leaves Brimley and Eglinton at 1.05 a.m. which as you can see is impossible to get from downtown in 5 minutes.
>
> As regards getting my shift changed, this is not possible due to the fact I had only 1 year seniority and to get a day job one needs at least 8 years seniority and I know I could not wait this long. . . .
>
> I have not drawn any benefits from the Commission for 12½ years and if you could find me a job with a reasonable salary I would be quite happy not to claim any. I would also like to state that in my 14 years in Canada the Commission has yet to find me a job. I am a family man and have not been unemployed any more than 4 days in the past 12½ years. I have been on short time at different periods and even then I did not draw unemployment insurance.

In a letter received in the local office on August 22, 1962, the claimant appealed to a board of referees.

The claimant advised the local office in an undated letter that he would be unable to attend the hearing of his case because he had found a temporary job and could not afford to take a leave of absence.

On September 26, 1962, a board of referees dismissed the claimant's appeal. The board's unanimous decision reads, in part:

> . . . We are agreed from the evidence that the claimant voluntarily left his employment with the [company], Toronto, on 19 July 1962, without just cause, within the meaning of the Act. Transportation difficulties do not constitute cause within the meaning of the Act.
> . . . The claimant's appeal is dismissed and the disqualification imposed by the insurance officer is upheld.

On October 27, 1962, the claimant applied for leave to appeal to the Umpire and stated:

> I feel that I had a legitimate claim to benefit during the period I was unemployed. The board stated I had not answered two questions, namely (1) how long had I been in the shift I was on. I had been on the same shift the whole 13 months at the [company] (2) what form of transportation did I use before. In the district I live in there is only one form of transportation and this I use all the time. I stated that the last bus leaves Eglinton and Brimley at 1.05 a.m. and I finished work at 1 a.m., a good 10 miles away, which meant a walk of 4 miles in all kinds of weather and this I could not continue to do. Enclosed is a bus schedule. My closest bus stop is Markham Road and Brimorton. All other information the board has.

The chairman of the board of referees granted the claimant permission to appeal to the Umpire on the following grounds:

> Are we correct in stating that transportation difficulties do not constitute cause for leaving, when no public transportation, in an urban area, operates after the claimant finishes his regular day of employment.

Considerations and Conclusions: The established jurisprudence is to the effect that a person in the claimant's circumstances should move nearer to his place of employment. In my opinion, he cannot show "just cause" for having voluntarily left his employment unless he can prove (a) that no nearer accommodation was available or, if available, that the move would have resulted in undue hardship to himself and his family, or (b) that he had a definite prospect of a more conveniently located employment in the very near future, or (c) that, for health or other serious reasons, it was impossible for him to remedy the situation.

As the claimant has adduced no evidence to show that he had left his employment for one of these reasons, I consider that he was rightly disqualified from receiving benefit. However, in view of the extenuating circumstances, which obviously existed

in his case, I decide to reduce the period of the disqualification from six to three weeks.

But for this modification, the claimant's appeal is dismissed.

Decision CUB 2138, April 5, 1963

(*Translation*)

The claimant filed an initial application for benefit on February 26, 1962, and was registered for employment at the Rouyn local office as a piece-maker (logs). A bushworker for fifteen years, the claimant had been working for the last two seasons as a skidder for the Quemont Lumber Ltd., in Matachewan, Ont., from June 17, 1961 to January 6, 1962. His rate of pay was $10 per 1000 feet.

On March 5, 1962, the local office notified the claimant of an offer of employment as a bushworker for the *Fédération des Chantiers Co-Opératifs;* he was to apply for the job at the office of the *Fédération* at Taschereau, Que., before March 12, 1962. The employment was subject to the following conditions:

Functions: Cut all the timber in lengths of 8 feet, with a swing.

Rate of Pay: $12 the apparent cord of 8 foot timber; $10 per thousand feet if desired. The timber is measured on the trucks.

Probable Wages: $17 a day.

Equipment required: Power-saw.

Duration of employment: Until mid-April, approximately.

Transportation: At your own expense as far as the office of the Fédération at Taschereau. If you do not own a car, the employer will drive you free of charge as far as the place of work, 50 miles from Taschereau, Mazarrin Township.

The claimant failed to apply for the job on the ground that he had no power-saw and that he had registered for employment as a skidder.

On March 22, 1962, the insurance officer disqualified the claimant from March 4, 1962 to April 14, 1962, inclusive, because, in his opinion, he had without good cause failed to accept a situation in suitable employment (Section 59(1) of the Act).

On March 26, 1962, the claimant appealed to a board of referees for the following reasons:

Please take note that I was offered a situation on March 5, at the Chantier Coopératif, which required the possession of a power-saw; I refused because I do not own a power-saw and have no money to buy one, not even enough money to pay for my trip to the logging camps. I want to insist on the fact that I filed an application for benefit on February 26, 1962, and asked for employment in Ontario. I do not work in Quebec anymore . . .

On March 22, I started to work on the demolition of the church at Dubois, in St. Roch, for a period of 15 days; after that, I wish the benefits to continue . . .

On May 1, 1962, the board of referees, consisting of the president and only one other member, gave the following decision:

. . . Considering that the claimant has many years of experience in timber work, that until recently he was still owner of a power-saw, that he was registered at the unemployment office as a piece-maker, the board of referees thinks that the situation offered to him was in the line of work of the claimant and consequently, he should have accepted it.

The board unanimously dismiss the appeal . . .

The claimant, who had objected to his appeal being heard by two persons only, protested; his case was heard again on June 14, 1962. The majority members of the board expressed the opinion that in the absence of new facts, a modification of the initial decision was not justified.

The dissenting member of the board expressed the following opinion:

I think that we have to consider the fact that a taxi driver does not have to own a car if he wants to be hired. The same applies to a truck driver; a miner is not obliged to own the equipment needed to perform his work.

Nothing in the Unemployment Insurance Act requires a worker to own a power-saw. This working tool should be provided by the employer.

For this reason, I consider that the claimant had a good cause to refuse the situation offered to him.

On August 15, 1962, a representative of the United Steelworkers of America sent to the Rouyn local office a letter which reads, in part, as follows:

. . . First of all, the officer's decision given on March 22, 1962 seems to create a precedent which, we think, can prejudice a great number of workers who in the same circumstances would become unemployed.

A power-saw is a very expensive tool for a worker to buy and still more for an unemployed man. Now, a timber worker, especially one working in the north-west area of Quebec, often cannot afford to buy one of those tools. I think that to force a woodsman to buy a power-saw at a cost of a few hundred dollars before he can find a job lasting only a few weeks is absolutely illogical and unfair toward this claimant . . .

On October 1, 1962, the claimant appealed to the Umpire on the ground that he had refused to apply for the situation because he had no power-saw and no money to pay for his trip.

The claimant requested an oral hearing before the Umpire, which was held in Ottawa on January 31, 1963. He was represented by an official of the Canadian

(*Continued on page 524*)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during April

Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 211 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 105 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 104 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Fisheries, Mines and Technical Surveys, Public Works, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	124	$1,247,542.00
Post Office	22	378,462.95
Public Works	1	26,735.00
Royal Canadian Mounted Police	1	13,750.00
Transport	7	898,927.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during April

During April the sum of $24,358.78 was collected from 12 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 434 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during April

Atomic Energy of Canada Limited

Douglas Point Ont: Lincoln Plumbing & Heating Ltd, installation of ventilating duct for Reactor Bldg.

Central Mortgage and Housing Corporation

Halifax N S: Milligan Bros Ltd, site improvement & planting for 116 housing units, FP 4/59 (Phase I). *Montreal Que:* Edgar Milot Ltee, interior painting of public areas, Cloverdale Park; Edgar Milot Ltee, interior painting of public areas, Place Benoit; Planned Renovators Ltd, interior painting of public areas, St Georges Gardens; Planned Renovators Ltd, interior painting of public areas, Terrasse Belleville; Charney Bros Ltd, exterior painting of apartment bldgs, Cloverdale Park; Charney Bros Ltd, exterior painting of apartment bldgs, St Georges Gardens; Charney Bros Ltd, exterior painting of apartment bldgs, Terrasse Belleville. *Ottawa Ont:* Noren Construction Ltd, construction of apartment bldg, FP 2/58. *Pinawa Man:* Metropolitan Construction Ltd, construction of 50 housing units (Job 39—AECL).

In addition, this Corporation awarded nine contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

St John River Indian Agency N B: Myles D Chown, construction of school, additional toilet facilities & general repairs to school, Kingsclear Reserve. *Nakina Indian Agency Ont:* Hakala Construction, construction of school, residence & power plant bldg, Aroland Reserve. *Sioux Lookout Indian Agency Ont:* Kruchak's Electric & Refrigeration, alterations & addition to electrical system, Sioux Lookout IRS. *File Hills Qu'Appelle Indian Agency Sask:* Regel Bros Construction Ltd, installation of walk-in freezer unit & minor alterations to walk-in cooler room, Qu'Appelle IRS. *Kamloops Indian Agency B C:* Joseph Gabriel, construction of one classroom addition & staff residence, Deadman's Creek IDS, Deadman's Creek IR.

Defence Construction (1951) Limited

Dartmouth N S: Dartmouth Asphalt Co Ltd, repairing & seal coating of asphalt pavement, RCNAS *Shearwater. Halifax N S:* A N Shaw & Sons Ltd, exterior brickwork repairs to three bldgs, HMC Dockyard. *Val d'Or Que:* Tyver Ltd, construction of APU Bldg, RCAF Station. *Kingston Ont:* T A Andre & Sons Ltd, renovations to washrooms, Bldg No 33, RMC. *North Bay Ont:* M J Sulpher & Sons Ltd, construction of extension to Officers' Mess, RCAF Station. *Fort Churchill Man:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of diesel generator unit. *Cold Lake Alta:* Barmac Construction Ltd, modifications to sewage treatment plant, RCAF Station. *Penhold Alta:* Lockerbie & Hole Western Ltd, supply & installation of two distribution pumps & ancillary work, RCAF Station. *Various locations:* Two contracts awarded in the restricted category.

Building and Maintenance

Quebec Que: O Vallee Ltee, replacement of 55 windows with metal & interior painting at 1048 rue St Jean. *Virden Man:* Central Construction Co Ltd, erection of prefabricated bldg. *Whitehorse Y T:* Dawson & Hall Ltd, replacement of hardware for overhead doors, RCEME garage.

In addition, Defence Construction (1951) Ltd. awarded two contracts containing the General Fair Wages Clause.

Department of Defence Production

Goose Bay (Labr) Nfld: Dale's Excavating Services, supply & installation of power poles, RCAF Station. *Bedford N S:* J L Nichols Contracting Ltd, replacement of wood window units in Bldg No 40, RCN Magazine. *Cornwallis N S:* Donald J Lowe, replacement of windows in Bldg No 44-2, HMCS *Cornwallis;* Donald J Lowe, renovation of shower & washroom area, Bldg 31-1, HMCS *Cornwallis;* Donald J Lowe, renewal of asphalt roofing shingles on Bldgs No 35-4 & 36-1, HMCS *Cornwallis;* Chas Dargie & Son Ltd, repairs to floors in Bldg No 10, HMCS *Cornwallis. Greenwood N S:* Charles W Thompson, application of fertilizer, RCAF Station. *Shearwater N S:* Daniel A Myers, interior repairs & painting of "C" hangar, RCN Air Station; Parker Bros (1960) Ltd, fire retardant interior painting, hangar No 4, RCN Air Station; Alex Grant, interior painting of Bldg No 5, RCN Air Station; Harry Gray, interior painting of Bldg No 4, RCN Air Station. *Camp Gagetown N B:* Leonard Roofers Ltd, re-roofing Bldg D-5. *Moncton N B:* Larry Electric Ltd, installation of automatic fire detection & evacuation system, HMCS *Coverdale. Clinton Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of 23 PMQs, RCAF Station; Len J McCarthy, exterior painting of various bldgs, RCAF Station. *Downsview Ont:* A P Green Fire Brick Co Ltd, resetting of boiler No 1 (Plant 2), RCAF Station. *Rockcliffe Ont:* Beaudoin Construction Ltd, painting & roofing, RCAF Station. *Shilo Man:* Hay Decorating Co Ltd, exterior painting of 11 bldgs, Military Camp. *Comox B C:* Federal Joint Sealing Co of Canada Ltd, removal of old compound & cleaning & sealing of pavement on taxi-strip, runway 36, RCAF Station; Cochrane Fuel & Trucking Ltd, application of asphalt curbing & road repair asphalt, RCAF Station.

In addition, this Department awarded 40 contracts containing the General Fair Wages Clause.

Department of Fisheries

This Department awarded one contract containing the General Fair Wages Clause.

Department of Mines and Technical Surveys

This Department awarded two contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Standard Construction Co Ltd, construction of overhead passageway to second floor of Shed No 21. *Montreal Que:* Lord & Cie Ltee, supply & erection of structural steel framework, Transit Shed, Section 28; The Highway Paving Co Ltd, paving of roadway, shed & wharf at Sections 27-28. *Quebec Que:* Hursteel Products Ltd, modifications to marine legs. *Prescott Ont:* Foresteel Products (1962) Ltd, additions to dust control system, Elevator.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Paul MacDonald Ltd, installation of electrical system in paint & carpenter shop & fire equipment & workshop bldg; Fred Pierce Ltd, installation of plumbing & heating systems in paint & carpenter shop & fire equipment & workshop bldg. *Banff National Park Alta:* Burns & Dutton Construction (1962) Ltd, construction of water supply system to Banff School of Fine Arts.

Projects Assisted by Federal Loan or Grant

Batawa Ont: Bay City Construction Ltd & Maurice H Rollins Construction Ltd, construction of outfall sewer; Lightfoot Construction Co, construction of sewage treatment plant. *Mattawa Ont:* Val d'Or Construction Co Ltd, construction of sewage disposal system. *Niagara-on-the-Lake Ont:* Framat Construction Ltd, construction of sewage works (Contract No 1).

Department of Public Works

Fortune Nfld: Dominion Construction Co Ltd, harbour improvements. *Little Bay Nfld:* Gid Sacrey Ltd, wharf reconstruction & extension. *St Joseph's (Salmonier) Nfld:* Gid Sacrey Ltd, harbour improvements. *Souris P E I:* R A Douglas Ltd, breakwater repairs. *Caribou N S:* R A Douglas Ltd, repairs to fender system. *Feltzen South N S:* Naugle's Sand & Gravel Co Ltd, breakwater repairs. *Weymouth North N S:* Mosher & Rawding Ltd, wharf reconstruction. *Lameque N B:* Comeau & Savoie Construction Ltd, harbour improvements (connecting block). *Moncton N B:* Hi-Lite Electric Co Ltd, electrical alterations to Post Office Bldg. *Cap Rouge Que:* Ste Foy Construction Ltee, construction of protection works (Plage Jacques-Cartier & Crescent Beach). *Montreal Que:* Tempered Air Inc, addition to ventilation & alterations to air exhaust systems for RCMP Headquarters, 4095 St Catherine St W. *Pointe au Pic Que:* Les Entreprises Cap Diamant Ltee, installation of fenders. *Quebec City Que:* E M M Enr, moving furniture, etc, for various departments. *Rawdon Que:* Jean-Jacques Lane Enrg, construction of post office bldg. *Goderich Ont:* Dean Construction Co Ltd, harbour repairs & improvements (wall reconstruction). *Ottawa Ont:* R & R Construction, window repairs to Citizenship Bldg; Conniston Construction Co Ltd, landscaping, Computer Bldg, Tunney's Pasture. *Toronto Ont:* Mathews Conveyor Co Ltd, installation of metered mail handling equipment, Postal Terminal "A" Bldg. *Jan Lake Sask:* Piggott Construction Ltd, construction of wharf. *Pelican Narrows Sask:* Piggott Construction Ltd, construction of wharf. *Prince Albert National Park Sask:* Steffler Construction Ltd, grading & culverts, mile 11.84-18.28, Waskesiu Highway Scenic Drive. *St Albert Alta:* Ness Construction Ltd, additions & alterations to post office. *Bull Harbour B C:* Walden Bros Sawmills Ltd, float renewal. *Jeune Landing B C:* Greenlees Piledriving Co Ltd, wharf renewal. *Natal B C:* A E Jones Co Ltd, construction of post office bldg. *Prince Rupert B C:* Vancouver Pile Driving & Contracting Co Ltd, harbour improvements. *Zeballos B C:* Quadra Construction Co Ltd, wharf repairs. *Watson Lake-Ross River Development Road & Nahanni Pioneer Road Y T:* Pambina River Construction Ltd, repairs & gravelling.

In addition, this Department awarded 38 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Lachine Que: Canadian Structural Steel Works Co Ltd, repairs to members of Bridge No 8, Lachine Canal. *St Catharines Ont:* Dominion Bridge Co Ltd, restoration of profile of crown sheaves bearings, Bridges 13, 14, 20 & 21, Welland Canal; Dominion Bridge Co Ltd, repair & reconditioning of machinery for rolling lift bridges Nos 1, 3, 4E, 4W, 6E, 6W, 7 & 9, Welland Canal; Annett Chemicals Ltd, grouting—Locks 5 & 6, Welland Canal.

Department of Transport

Halifax N S: Conniston Construction Co Ltd, maintenance of Horticultural Grounds Establishment & interior plantings of Terminal Bldg & surrounding area, International Airport. *Ste Anne de Bellevue Que:* Claude Renaud, erection of combined superintendent's dwelling & office, Ste Anne Canal. *Gambridge Ont:* Andre Basil Ltd, construction of brick veneer bldg for boating public at Lock 41, Trent Canal. *Trenton Ont:* J D Coad Construction Co, construction of brick veneer bldg for boating public at Lock 1, Trent Canal. *near Trenton Ont:* J D Coad Construction Co, construction of brick veneer bldg for boating public at Brighton Road Bridge on Murray Canal. *Sault Ste Marie Ont:* Ron Engineering & Construction Ltd, construction of Air Terminal Bldg & related work. *Washago Ont:* Andre Basil Ltd, construction of brick veneer bldg for boating public at Lock 42, Trent Canal. *Grande Prairie Alta:* Cookshaw Electric Ltd, construction of lighting facilities, including replacement of low intensity lighting on approaches Nos 11 & 29, & related work, Airport. *Fort St John B C:* Lance Construction Ltd, modification of power house & related work, Airport. *Penticton B C:* Kenyon & Co Ltd, landscaping, construction of entrance road & car parking area & roadway lighting for Air Terminal Bldg. *Port Hardy B C:* McGinnis Construction Ltd, improvements to water supply system, Airport. *Yellowknife N W T:* Solar Construction Co Ltd, construction of Operations Bldg & related work.

In addition, this Department awarded 12 contracts containing the General Fair Wages Clause.

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PRICES AND THE COST OF LIVING

Consumer Price Index, May 1963

The consumer price index (1949=100) was unchanged at 132.3 between the beginning of April and the beginning of May. The May index was 1.7 per cent above the May 1962 index of 130.1.*

Declines in the food, clothing, and tobacco and alcohol indexes offset increases in the transportation, health and personal care, and recreation and reading indexes. The housing index was unchanged.

The food index decreased 0.5 per cent, from 128.9 to 128.3, as lower prices were reported for eggs, fats, lettuce, oranges, pork, veal, chicken and turkey. Prices increased for milk, sugar, jams, most fresh and canned fruits and vegetables, orange juice and beef.

The housing index was unchanged at 136.0. A fractional decline in the household operation component balanced a rise in the shelter component. In shelter, rents were unchanged but the index of home-ownership was up slightly. In household operation, price increases for furniture, floor coverings and textiles more than balanced lower prices for fuel, utensils and equipment and household supplies.

The clothing index declined 0.1 per cent, from 115.7 to 115.6. Decreases in men's and women's wear outweighed higher prices for children's wear and footwear.

The transportation index rose 1.0 per cent, from 139.2 to 140.6, largely as a result of higher transit fares in Toronto at the beginning of May (rescinded May 20). The automobile operation component also increased, however, with higher prices for gasoline and automobile insurance. Prices for new passenger cars edged up.

The health and personal care index increased 0.3 per cent, from 162.1 to 162.6, reflecting price increases for pharmaceuticals in the health care component and for both supplies and services in the personal care component. In personal care services, prices of men's haircuts and women's hairdressing were higher.

The recreation and reading index increased 0.5 per cent, from 148.0 to 148.8. The reading component was unchanged but the recreation component rose as a result of higher prices for motion picture admissions, camera film, bicycles and toys.

The tobacco and alcohol index declined from 117.9 to 117.8 as lower prices for cigarettes moved the tobacco component. The alcoholic beverages component was unchanged.

Group indexes in May 1962 were: food 124.5, housing 134.5, clothing 112.8, transportation 140.4, health and personal care 158.2, recreation and reading 147.1, and tobacco and alcohol 117.9.

City Consumer Price Indexes, April 1963

Between March and April, consumer price indexes (1949=100) rose in six of the ten regional cities and fell in the other four.* Increases were 0.1 per cent or 0.2 per cent and decreases ranged from 0.1 per cent to 0.4 per cent.

Food indexes rose in six cities and fell in four. Increases ranged from 0.3 per cent in St. John's and Montreal to 1.0 per cent in Edmonton-Calgary; decreases ranged from 0.1 per cent in Ottawa to 0.8 per cent in Toronto. Indexes for housing were up in four cities, down in four, and unchanged in two. Prices for clothing were higher in seven cities, lower in one, and unchanged in two. In the transportation component there were two cities with higher indexes, seven with lower indexes, and one with no change. The health and personal care indexes showed increases in eight cities and decreases in two. Indexes for recreation and reading rose in three cities, fell in five, and remained unchanged in two. Indexes for tobacco and alcohol were unchanged in all cities but two: one up and one down.

Point changes between March and April in regional consumer price indexes were: Saint John +0.3 to 133.2; Ottawa +0.3 to 133.4; St. John's +0.2 to 119.5†; Montreal +0.2 to 132.2; Edmonton-Calgary +0.2 to 127.4; Vancouver +0.1 to 131.8; Winnipeg −0.5 to 129.3; Saskatoon-Regina −0.3 to 128.0; Halifax −0.1 to 131.2; Toronto −0.1 to 133.6.

Wholesale Price Index, April 1963

The general wholesale price (1935-39=100) rose 0.2 per cent to 242.8 in April from 242.4 in March. Five major group indexes were higher, two lower, and one

* *See* Table F-1, page 542.

* *See* Table F-2, p. 542.
†On base June 1951=100.

unchanged. The April index was 2.3 per cent higher than the April 1962 index of 237.4.

The vegetable products group index rose 0.9 per cent to 224.7 from 222.7, the textile products group index increased 0.5 per cent to 248.9 from 247.7, and minor advances of 0.2 per cent or less occurred in non-ferrous metals, to 196.5 from 196.1; chemical products, to 190.1 from 189.8; and wood products, to 321.2 from 321.1.

The animal products group index declined 0.5 per cent to 251.6 from 252.9, and the non-metallic group index eased down 0.2 per cent to 189.1 from 189.4.

The iron products group index was unchanged at 253.2.

The index of Canadian farm product prices (1935-39=100) moved down 0.3 per cent in the three-week period ended April 19, dropping to 219.0 from 219.7 at March 29. The field products index declined 1.2 per cent but the animal products index moved up 0.3 per cent.

The residential building materials price index (1935-39=100) moved up 0.5 per cent in April to 299.0 from 297.5 in March. On the base 1949=100, it rose to 131.1 from 130.5.

The non-residential building materials price index (1949=100) edged up 0.1 per cent to 133.7 from 133.5.

U.S. Consumer Price Index, April 1963

The United States consumer price index (1957-59=100) remained at 106.2, arecord, between mid-March and mid-April. In April 1962 the index was 105.2.

A 3½-per-cent drop in pork and beef prices, which brought meat prices as a whole to their lowest point in five years, balanced price increases for sugar, fresh fruits and vegetables and canned and frozen orange juice, and apparel, and increases in costs of reading and recreation, and personal and medical care.

British Index of Retail Prices, March 1963

The British index of retail prices (Jan. 16, 1962=100) rose 0.1 per cent, from 103.6 to 103.7, between mid-February and mid-March. In March 1962 it was 100.5.

Food prices were unchanged but there were increases in both the housing and services groups.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 176

Annual Reports

1. BRITISH PRODUCTIVITY COUNCIL. *Annual Review, 1961/62.* London, 1962. Pp. 12.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada.* 11th ed., April 1962. Ottawa, Queen's Printer, 1962. Pp. 77.

Deals with employment, earnings, working conditions, education and training facilities, living conditions and social welfare services.

3. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1961/1962.* London, HMSO, 1963. Pp. 45.

4. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report for the Calendar Year ending December 31, 1962.* Winnipeg, 1963. Pp. 148.

5. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report for 1961.* St. John's, 1962. Pp. 42.

6. PRINCE EDWARD ISLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1961.* Charlottetown, [1962?]. Pp. 19.

7. QUEBEC. DEPARTMENT OF LABOUR. *General Report of the Minister of Labour on the Activities of his Department during the Financial Year ending March 31, 1962.* Quebec, 1962. Pp. 357.

8. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Eighteenth Annual Report for the Twelve Months ended March 31, 1962.* Regina [1962?]. Pp. 137.

Business

9. National Industrial Conference Board. *Forecasting Sales. New York,* c. 1963. Pp. 109.

"The sales forecast is usually the key instrument in the planning and control of company operations . . ." Using the experience of about 200 firms, this report describes the principal forecasting methods now in use, and the advantages and limitations of each. Twenty-seven case histories are included.

10. Organization for Economic Co-operation and Development. *Development of a Body of Management Teachers; Final Report.* Paris, 1962. Pp. 45.

The report presents the views of a working group established by the former European Productivity Agency of the Organization for European Economic Co-operation. The group studied the "increasing requirements in Europe for teachers and researchers in business management" and made suggestions for acquiring more management teachers.

Canada at Work Broadcasts

The following four talks were sponsored and published by the federal Department of Labour in Ottawa in 1962 and 1963.

11. Dymond, William Richard. *Manpower· Implications of Technological* Change. Pp. 4. A talk about the effect of automation on manpower.

12. Leeson, Richard C. *There is No time like the Present.* Pp. 5.

The speaker left school six years ago after completing Grade 11, but returned to complete his secondary education. He told why he left school and why he felt he had to return.

13. Weir, J. R. *An Assessment of Agriculture in Canada and the Implications for Training.* Pp. 5.

The speaker, Dean of Agriculture and Home Economics at the University of Manitoba, gave this talk at a recent National Conference on Agricultural Training, which was held in Ottawa under the sponsorship of the federal Department of Labour. He spoke about vocational education for farmers.

14. Wershof, Max Hirsch. *International Efforts for Human Rights.* Pp. 7.

The speaker, Assistant Under Secretary of State for External Affairs in Ottawa, spoke briefly about the work of the United Nations in the field of civil rights.

Conferences

15. Canadian Tax Foundation. *Report of Proceedings of the Sixteenth Annual Tax Conference . . . Toronto, November 26-27-28, 1962.* Toronto, 1963. 1 volume.

16. Confederation des Syndicats Nationaux. *Procès-verbal, Quarantième Session du Congrès de la C.S.N., Montréal, 1962.* Québec, 1962. Pp. 399.

17. Inter-American Study Conference on Labour-Management Relations, Montevideo, 1960. *Some Aspects of Labour-Management Relations.. in the American Region; a Summary of the Discussions of the Inter-American Study Conference on Labour-Management Relations, Montevideo, 3-12 November 1960.* Geneva, International Labour Office, 1961. Pp. 234.

There were four topics discussed at the Conference: 1. The part played by legislation and collective bargaining in determining working conditions and settling labour disputes. 2. Dismissal and lay-off procedures and job security. 3. Measures that can be used within undertakings to promote good relations between management and staff. 4. The contribution of universities, research and training institutions, to the improvement of labour-management relations.

18. Interstate Conference on Labor Statistics. 19th, Bloomington, Ind., 1961. *Proceedings of 19th Interstate Conference on Labor Statistics, July 11-14, 1961, Bloomington, Indiana.* Washington, GPO, 1962. Pp. 272. Conference co-sponsored by the Indiana Department of Labor, the University of Indiana and the U.S. Bureau of Labor Statistics.

Some of the topics discussed at the Conference were the U.S. Area Redevelopment Act of 1961; the effect of technological change and automation on employment; labour turnover; minimum wages; collective bargaining statistics; workmen's compensation statistics; and business cycle indicators.

19. Labor-Management Conference, West Virginia University. 12th, 1962. *Proceedings of the Twelfth Annual Labor-Management Conference, April 12-13, 1962.* Arranged in co-operation with the College of Commerce, the College of Law [and] the Department of Political Science. Morgantown, Institute of Industrial Relations, West Virginia University [1962]. Pp. 37.

Contents: Adaptation to Technological Change under Collective Bargaining. Philosophies of Labor-Management Relations. Collective Bargaining and National Labor Policy.

20. Manitoba Farmers Union. *Report and Program, Twelfth Annual Convention . . . Winnipeg, December 4, 5, 6, 1962.* Winnipeg, 1962. Pp. 78.

21. Saskatchewan Federation of Labour (CLC). *Minutes and Proceedings of the Seventh Annual Convention held at . . . Regina, October 4, 5, 6, 1962.* Regina, 1962. 1 volume (various pagings).

Economic Conditions

22. Bauchet, Pierre. *La planification francaise; quinze ans d'expérience.* Paris, Editions du Seuil, 1962. Pp. [318].

A discussion of economic planning in France between 1946 and 1961. In 1946, the French government instituted "un Plan d'ensemble

pour la modernisation et l'équipment économique de la métropole et des territoires d'outremer." The plan was renewed in 1956, 1959, and 1962.

23. Canada. Department of Trade and Commerce. *Private and Public Investment in Canada, Outlook 1963 and Regional Estimates.* Ottawa, Queen's Printer, 1963. Pp. 39.

24. Committee for Economic Development. *Reducing Tax Rates for Production and Growth; a Statement on National Policy by the Research and Policy Committee.* New York, 1962. Pp. 56.

The report outlines reasons for reducing U.S. federal tax rates on individual and corporate incomes in order to aid the economy.

25. Lutz, Friedrich August. *The Problem of International Economic Equilibrium.* Amsterdam, North-Holland Publishing Co., 1962. Pp. 75.

Contents: Causes of Balance-of-Payments Disequilibria. The Purchasing-Power-Parity Theory. Different Rates of Inflation. Different Rates of Productivity Growth. International Capital Movements. Balance of Payments Policies. The Problem of International Liquidity.

26. National Council of Applied Economic Research. *Techno-Economic Survey of Orissa.* New Delhi, 1962. Pp. 309.

Orissa is an Indian State which has not developed economically in spite of rich natural resources. This survey analyses the reason for the lack of development in the past and outlines a program of development designed to help Orissa's economy to grow at a faster rate. The survey includes such fields as agriculture, minerals, large and small industries, power, transport, manpower, and financial resources.

27. United Nations. Department of Economic and Social Affairs. *Decentralization for National and Local Development.* New York, 1962. Pp. 246.

This study is concerned with the various methods of locally administering functions and services in such fields as agriculture, education, and health and social welfare.

Industry—Location

The following four pamphlets were prepared and issued by the Industrial Development Branch of the Department of Industry and Development of the Province of Alberta in 1962.

28. *Survey of Athabasca.* Rev. May 1962. Pp. 15.

29. *Survey of Crossfield.* Rev. August 1962. Pp. 12.

30. *Survey of High Prairie.* Rev. August 1962. Pp. 15.

31. *Survey of Rycroft.* Rev. August 1962. Pp. 12.

International Labour Conference 47th, Geneva, 1963

The following five reports were prepared and issued by the International Labour Office in Geneva in 1962 and 1963.

32. *Benefits in the Case of Industrial Accidents and Occupational Diseases.* Seventh item on the agenda. 2 volumes.

At head of title: Report 7(1)-(2). International Labour Conference. 47th session, Geneva, 1963.

Vol. 1 surveys the general situation with regard to this topic and describes the relevant law and practice in a representative number of member states. It contains a questionnaire to be completed by member countries. Vol. 2 contains replies to the questionnaire from 55 countries and proposed conclusions based on the replies.

33. *Hygiene in Shops and Offices.* Sixth item on the agenda. 2 volumes.

At head of title: Report 6(1)-(2). International Labour Conference. 47th session, Geneva, 1963.

Vol. 1 describes the general situation with regard to hygiene in shops and offices and outlines law and practice in various countries. It also contains a questionnaire regarding the preparation of one or more international instruments on this subject. Vol. 2 contains replies from 77 member countries and presents conclusions based on these replies.

34. *Information and Reports on the Application of Conventions and Recommendations. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution), Discrimination in Respect of Employment and Occupation.* Third item on the agenda. Pp. 75.

At head of title: Report 3(Part 2). International Labour Conference, 47th Session, Geneva, 1963.

35. *Prohibition of the Sale, Hire and Use of Inadequately Guarded Machinery.* Fourth Item on the Agenda. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference, 47th Session, Geneva, 1963.

Vol. 1 contains a proposed convention and proposed recommendation relating to the prohibition of the sale, hire and use of inadequately guarded machinery. Vol. 2 contains replies from member governments and English and French versions of the text of the proposed convention and recommendations.

36. *Termination of Employment at the Initiative of the Employer.* Fifth item on the agenda. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference, 47th Session, Geneva, 1963.

Vol. 1 contains a proposed recommendation based on the conclusions adopted by the Conference at its 46th session in 1962. Vol. 2 contains comments and suggested amendments from member countries, and the French and English version of the amended proposed text.

Labour Laws and Legislation

37. McKown, Robert. *Comprehensive Guide to Factory Law; a Classified Guide to the Requirements of the Factories Acts and Other Legislation affecting Factory Occupiers.* New and rev. ed., London, Chantry Publications, ltd., 1961. Pp. 124. A guide to factory legislation in Great Britain.

38. U.S. Bureau of Employment Security. *Comparison of State Unemployment Insurance Laws as of January 1, 1962.* Washington, GPO, 1962. Pp. 145.

Labouring Classes

39. Dalhousie University, Halifax, N.S. Institute of Public Affairs. *The Conditions of the Negroes of Halifax City, Nova Scotia.* Halifax, 1962. Pp. 28.

This is a study of education, employment, income, and housing of Negroes in Halifax, based on a survey carried out in 1959.

40. Hill, Johnson D. *Organized Labor, A Philosophical Perspective,* by Johnson D. Hill and Walter E. Stuermann. 1st ed. New York, Exposition Press, 1962. Pp. 196.

The authors feel that organized labour in the U.S. lacks a sound philosophy, and they offer some suggestions.

41. Mueller, Eva. *Persistent Unemployment, 1957-1961,* by Eva Mueller and Jay Schmiedeskamp. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1962. Pp. [33].

"A Study of the Survey Research Center, Institute for Social Research, The University of Michigan, Ann Arbor, Michigan."

An analysis of a number of studies on employment and unemployment carried out by the Survey Research Center of the University of Michigan between 1958 and June 1961.

42. Strauss, George. *The Shifting Power Balance in the Plant.* Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. 65-96.

Describes a study of industrial relations in manufacturing plants in a Great Lakes community. The study revealed that there was a shift in the balance of power in labour-management relations in that the unions seemed to be getting weaker while management was getting stronger.

43. U.S. Bureau of Employment Security. *Community Employment Program Developments in 1961.* Washington, GPO, 1962. Pp. [14].

A survey of over 5,200 community development groups that were set up to improve local economic conditions.

44. U.S. Bureau of Labour Statistics. *National Emergency Disputes under the Labor Management Relations (Taft-Hartley) Act, 1947-61.* Rev. ed., Washington, GPO, 1962. Pp. 28.

A list of Boards of Inquiry appointed between 1947 and 1961 under the National Emergency Provisions of the Labor Management Relations Act of 1947.

45. U.S. Department of Labor. *United States Department of Labor.* 1962 ed. Washington, GPO, 1962. Pp. 60.

46. Universities-National Bureau Committee for Economic Research. *Aspects of Labor Economics; a Conference of the Universities-National Bureau Committee for Economic Research.* Princeton, Princeton University Press, 1962. Pp. 349.

"A report of the National Bureau of Economic Research, New York."

Partial Contents: The Economics of Occupational Licensing. Labor Force Participation of Married Women. A Non-union Market for White Collar Labor. Wage Differentials: Theory and Measurement. The Effects of Unions on Industrial Wage Differentials.

Occupations

47. Great Britain. Central Youth Employment Executive. *The Veterinary Scientist.* London, HMSO, 1962. Pp. 32.

Tells something about required preliminary education and personal qualities, training, scope and opportunities, and the work of the veterinary scientists, and about working with the veterinary scientist.

48. U.S. Employment Service *Job Guide for Young Workers.* 1963-64 Edition. Washington, GPO, 1963. Pp. 78.

Trade Unions Monograph Series

The following nine publications in the Trade Unions Monograph Series of the Center for the Study of Democratic Institutions were published by John Wiley & Sons Inc. in New York in 1962.

49. Harrington, Michael. *The Retail Clerks.* Pp. 99.

An examination of the Retail Clerks' International Association, which has continued to increase in size and importance although "retail clerks have tended to share the attitudes and aspirations of white-collar employees" and have never been regarded as promising union material.

50. Horowitz, Morris Aaron. *The Structure and Government of the Carpenters' Union.* Pp. 168.

The United Brotherhood of Carpenters and Joiners of America has a membership of over 800,000. This book analyses the structure and government of the Carpenters' Union at the level of the national organization.

51. Kramer, Leo. *Labor's Paradox—the American Federation of State, County, and Municipal Employees, AFL-CIO.* Pp. 174.

The American Federation of State, County, and Municipal Employees, with over 200,000 members, is one of the fastest-growing American trade unions. Its membership is employed by municipal, county, state, and federal governments. This is a study of the government and structure of the union.

52. PERLMAN, MARK. *Democracy in the International Association of Machinists.* Pp. 113.

"The IAM has an enviable record as one of the cleanest of the large American trade unions . . ." This book tells about the government of the union.

53. ROMER, SAM. *The International Brotherhood of Teamsters: its Government and Structure.* Pp. 160.

The author, labour reporter for the Minneapolis Tribune, examines the structure of the Teamsters' union, its officers and administration, and its relationships with other unions.

54. ROTHBAUM, MELVIN. *The Government of the Oil, Chemical and Atomic Workers' Union.* Pp. 185.

An examination of the administration and structure of the union.

55. SEIDMAN, JOEL ISAAC. *The Brotherhood of Railroad Trainmen: the Internal Political Life of a National Union.* Pp. 207.

The Brotherhood of Railroad Trainmen is the largest union representing railway workers. This book tells something about the administration of the union and the distribution of authority within it.

56. STIEBER, JACK W. *Governing the UAW.* Pp. 188.

Deals with the national government of the United Automobile Workers (that is, the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America) between 1946 and 1960. Reviews the activities and the leadership of the UAW and mentions some controversial issues that have come up at constitutional conventions.

57. ULMAN, LLOYD. *The Government of the Steel Workers' Union.* Pp. 200.

An examination of the administration of the United Steelworkers of America.

Wages and Hours

58. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Communications, 1961.* Washington, GPO, 1962. Pp. 18.

A summary of employment and hourly earnings of employees of telephone companies, the Western Union Telegraph Co., radiotelegraph carriers, and ocean-cable carriers.

59. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Flour and Other Grain Mill Products, November 1961.* Washington, GPO, 1962. Pp. 29.

60. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey: Pulp, Paper, and Paperboard Mills, January 1962.* Washington, GPO, 1962. Pp. 63.

Contains the results of a survey of wages and supplementary practices in pulp, paper, and paperboard mills, conducted by the Bureau of Labour Statistics in January 1962.

Women—Employment

61. KOYAMA, TAKASHI. *The Changing Social Position of Women in Japan.* Paris, UNESCO, 1961. Pp. 152.

Partial Contents: Institutional Changes and Redefinition of the Position of Women. The Changing Position of Women in the Family. The Position of Women in the Rural Community. The Social Position of Working Women. Women and Civic Activities.

62. U.S. WOMEN'S BUREAU. *Women Workers in 1960; Geographical Differences.* Washington, GPO, 1962. Pp. 17.

Partial Contents: Women Workers in 1960. Employment Increases, 1950 to 1960. Geographical Shifts in Women's Employment. Women's Importance in Labor Force. Increase in Number of Working Wives. Rise in Age of Women Workers. Changes in Women's Occupations and Industries. Earnings and Income Levels of Women.

Miscellaneous

63. *Bulletin on Industrialization and Productivity.* No. 5. New York, Dept. of Economic and Social Affairs, United Nations, 1962. Pp. 82.

Partial Contents: Evaluation of Projects in Predominately Private Enterprise Economics. Methodological Problems in Long-Term Economic Development Programming. The United Nations Work Program on Industrialization.

64. CANADA. BUREAU OF STATISTICS. *Survey of Adult Education, 1959-60.* Ottawa, Queen's Printer, 1962. Pp. 51.

65. MCCLELLAN, JOHN LITTLE. *Crime Without Punishment.* 1st ed. New York, Duell, Sloan and Pearce, 1962. Pp. 300.

Senator McClellan was Chairman of the U.S. Senate Select Committee on Improper Activities in the Labour or Management Field, and Chairman of the Senate Permanent Subcommittee on Investigations. He discusses the evidence that was presented before his committees. The Select Committee conducted hearings from January 1957 to January 1960, and in 270 days of public hearings heard 1,526 witnesses.

66. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Administration and Organization of Research; Second European Regional Seminar, Strobel, 29th May-3rd June 1961.* Paris, 1962. Pp. 85.

67. U.S. BUREAU OF LABOR STANDARDS. *Farmwork, Safety, and You; a Suggested Discussion for Youth Leaders, Teachers, Counselors, Work Supervisors, and Others, to use in reviewing Farm Safety Practices with Employed Youth.* Washington, GPO, 1962. Pp. 30.

Recent Regulations

(*Continued from page 509*)

The maximum that an employer may charge an employee in this category for board and lodging is $1.65 a day. The maximum charge for a single meal is 55 cents.

All employees must be paid at least once a month.

The new order, which was gazetted March 27 and went into force on April 1, will be reviewed annually.

Quebec Minimum Wage Act

An order of the Quebec Minimum Wage Commission gazetted on April 27 renewed until May 1, 1964 the following orders: Order 3, 1962, the annual vacation order; Order 4, 1960, the general minimum wage order; Order 39, 1962, the forestry order; and Order 40, 1960, the order governing employees in hotels, restaurants, hospitals and real estate undertakings.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

An amendment to the regulations under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act approved by O.C. 458/63 makes it compulsory for every tradesman or apprentice engaged in the radio and television electronics trade in any city in Saskatchewan or within a radius of five miles from any city to hold a valid certificate of status, effective July 1, 1963.

Decisions of the Umpire

(*Continued from page 513*)

Labour Congress; the Unemployment Insurance Commission was represented by one of its solicitors.

Considerations and Conclusions: According to the established jurisprudence, a claimant who refuses to accept suitable employment because he does not own or cannot afford to buy the tools required to work in his trade does not show, unless there are special circumstances, good cause for refusing that employment.

In the instant case, there is evidence that the claimant had not been required to be in possession of a power-saw to earn his living for about the last two years, since his last occupation in logging camps was that of a skidder. Furthermore, the employment, if accepted, would have lasted for hardly a month.

For the above reasons, I consider that, in view of the special circumstances of this case, the claimant has shown good cause for refusing the employment in question and I so decide.

I consequently allow the claimant's appeal.

ILO Conference: Delegation

(*Continued from page 500*)

Employer Delegation—Employer Delegate T. H. Robinson; Advisers: W. D. H. Fréchette, Canadian Manufacturers' Association; George Lach, Assistant Vice-President Personnel, Canadian National Railways; Peter Stevens, Director of Labour Relations, Canadian Construction Association; Armand Trottier, President, Quebec Federation of Construction Industries; and A. C. Watt, Manager, Employee Relations Department, Imperial Oil Limited.

Secretary to the delegation is Mrs. Anne Flesher, Accident Prevention and Compensation Branch, Department of Labour.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MAY 18, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,658	585	1,853	2,442	1,166	612
Men	4,855	444	1,373	1,737	853	448
Women	1,803	141	480	705	313	164
14–19 years	585	63	177	188	109	48
20–24 years	860	89	284	274	145	68
25–44 years	2,995	244	843	1,124	508	276
45–64 years	2,008	170	503	772	361	202
65 years and over	210	19	46	84	43	18
Employed	6,312	524	1,723	2,362	1,126	577
Men	4,563	387	1,258	1,676	821	421
Women	1,749	137	465	686	305	156
Agriculture	664	37	130	169	308	20
Non-agriculture	5,648	487	1,593	2,193	818	557
Paid Workers	5,157	431	1,455	2,026	747	498
Men	3,596	308	1,025	1,401	503	359
Women	1,561	123	430	625	244	139
Unemployed	346	61	130	80	40	35
Men	292	57	115	61	32	27
Women	54	*	15	19	*	*
Persons not in the Labour Force	5,770	672	1,721	1,890	950	537
Men	1,319	182	389	398	217	133
Women	4,451	490	1,332	1,492	733	404

*Less than 10,000.

TABLE A-2—AGE, SEX, AND MARITAL STATUS, WEEK ENDED MAY 18, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,428	1,896	3,583	996	3,700	919	1,334
Labour force	6,658	585	3,472	873	884	634	210
Employed	6,312	525	3,321	782	865	616	203
Unemployed	346	60	151	91	19	18	*
Not in labour force	5,770	1,311	111	123	2,816	285	1,124
Participation rate[2]							
1963, May 18	53.6	30.9	96.9	87.7	23.9	69.0	15.7
April 20	52.9	30.2	96.5	84.9	23.0	68.9	15.4
Unemployment rate[3]							
1963, May 18	5.2	10.3	4.3	10.4	2.1	2.8	*
April 20	7.0	13.7	6.4	13.5	2.6	2.8	4.9

[1]Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The labour force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED MAY 18, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	May 1963	April 1963	May 1962
Total unemployed	346	462	336
On temporary layoff up to 30 days	17	22	12
Without work and seeking work	329	440	324
Seeking full-time work	316	421	307
Seeking part-time work	13	19	17
Seeking under 1 month	74	68	62
Seeking 1–3 months	92	140	93
Seeking 4–6 months	94	156	88
Seeking more than 6 months	69	76	81

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*...	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*...	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*...	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*...	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
March*.....	46.4	466.2	150.3	.....	.....	.....	.....	.....	.....	1,613.8
April*.....	45.8	474.2	153.5	.....	.....	.....	.....	.....	.....	1,639.0
May*.....	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June*.....	49.0	497.6	161.5	.....	.....	.....	.....	.....	.....	1,753.3
July*.....	49.4	490.4	165.6	.....	.....	.....	.....	.....	.....	1,738.0
August*.....	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September*..	48.5	503.9	164.3	.....	.....	.....	.....	.....	.....	1,780.5
October*.....	47.9	498.8	165.2	.....	.....	.....	.....	.....	.....	1,764.8
November*..	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December*..	46.6	481.5	157.1	.....	.....	.....	.....	.....	.....	1,692.5
1963—										
January.....	47.5	484.4	157.7	.....	.....	.....	.....	.....	.....	1,699.4
February*...	47.8	488.7	157.6	68.3	272.6	97.2	732.5	1,602.9	222.1	1,699.8
March†.....	46.8	494.2	156.0	.....	.....	.....	.....	.....	.....	1,714.5
Seasonally Adjusted										
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total*...	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total*...	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total*...	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total*...	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
March*.....	47.0	475.0	158.8	.....	.....	.....	.....	.....	.....	1,675.2
April*.....	47.7	479.7	158.6	.....	.....	.....	.....	.....	.....	1,680.3
May*.....	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June*.....	48.0	484.3	156.7	.....	.....	.....	.....	.....	.....	1,694.6
July*.....	48.4	486.4	158.1	.....	.....	.....	.....	.....	.....	1,703.6
August*.....	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September*..	47.8	489.8	159.0	.....	.....	.....	.....	.....	.....	1,712.8
October*.....	47.6	491.5	161.9	.....	.....	.....	.....	.....	.....	1,722.8
November*..	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December*..	46.8	494.3	160.4	.....	.....	.....	.....	.....	.....	1,730.1
1963—										
January.....	48.1	499.5	164.4	.....	.....	.....	.....	.....	.....	1,771.4
February*...	48.7	500.6	164.6	77.9	348.2	99.7	752.3	1,615.6	225.3	1,768.8
March†.....	47.5	503.6	164.4	.....	.....	.....	.....	.....	.....	1,778.3

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March 1963 employees in the principal non-agricultural industries reported a total employment of 2,806,603. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August	127.0	188.1	80.80	117.6	187.9	82.62
September	126.5	189.5	81.40	117.6	190.8	83.91
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January	117.8	190.6	81.90	111.6	193.5	85.09
February*	117.4	192.9	82.87	112.2	194.2	85.41
March†	117.7	193.2	82.98	112.7	195.4	85.92

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962
Provinces				$	$	$
Newfoundland	114.2	113.6	113.3	75.47	74.34	74.17
Prince Edward Island	105.3	103.6	112.0	62.98	63.51	59.53
Nova Scotia	88.4	89.2	87.8	68.06	68.78	65.91
New Brunswick	98.7	98.8	97.0	70.70	70.05	67.57
Quebec	116.0	116.5	114.6	80.45	80.18	78.02
Ontario	121.7	121.1	118.0	85.81	85.68	83.22
Manitoba	106.0	105.2	105.8	76.57	76.80	74.94
Saskatchewan	115.9	114.0	113.5	77.77	78.73	75.90
Alberta (including Northwest Territories)	152.3	151.8	148.9	84.31	84.65	81.97
British Columbia (including Yukon)	113.8	112.1	110.4	90.65	90.59	87.10
Canada	**117.7**	**117.4**	**115.2**	**82.98**	**82.87**	**80.41**
Urban areas						
St. John's	134.1	134.8	121.3	62.43	62.65	59.46
Sydney	76.5	78.1	64.6	78.67	81.57	78.27
Halifax	123.9	124.9	126.0	69.84	69.76	68.01
Moncton	98.4	97.1	100.7	63.44	62.99	62.37
Saint John	119.5	118.5	117.9	71.59	68.91	67.59
Chicoutimi—Jonquiere	100.4	101.4	100.3	99.05	98.98	95.93
Quebec	120.0	118.3	113.9	71.69	71.40	68.19
Sherbrooke	108.1	108.3	105.3	69.58	69.41	66.38
Shawinigan	96.5	92.6	100.1	91.36	91.35	87.79
Three Rivers	110.7	110.0	108.6	74.44	74.17	74.53
Drummondville	82.9	82.8	58.7	67.93	67.55	66.04
Montreal	124.7	124.0	124.0	81.84	81.56	79.57
Ottawa—Hull	129.4	128.5	127.7	76.81	76.64	75.03
Kingston	115.2	114.6	111.9	79.80	80.82	77.92
Peterborough	94.8	94.4	92.8	90.62	91.89	89.58
Oshawa	197.6	197.2	181.3	105.79	99.22	96.59
Toronto	137.2	136.3	133.2	86.45	86.14	83.77
Hamilton	113.2	112.4	109.1	90.69	90.91	89.63
St. Catharines	110.4	110.1	109.2	95.85	96.24	93.17
Niagara Falls	92.3	92.8	92.2	84.59	85.10	84.06
Brantford	84.4	85.4	78.8	80.31	81.72	75.72
Guelph	128.3	127.4	118.4	76.69	76.34	73.94
Galt	116.7	116.3	109.1	74.84	74.94	72.85
Kitchener	134.0	132.9	124.9	77.97	76.81	75.44
Sudbury	124.7	123.8	142.2	92.69	93.03	91.97
Timmins	87.9	87.4	87.4	72.96	75.14	73.64
London	135.7	134.7	131.0	78.38	77.93	76.25
Sarnia	127.8	125.2	126.4	106.12	106.21	103.46
Windsor	73.8	73.2	64.0	93.83	90.54	89.16
Sault Ste. Marie	141.4	140.0	138.9	107.32	105.15	101.15
Fort William—Port Arthur	98.9	97.5	93.9	81.86	82.63	80.64
Winnipeg	108.0	107.5	106.4	73.45	73.21	71.89
Regina	135.4	132.3	128.4	76.68	77.62	75.99
Saskatoon	131.1	129.2	129.4	72.01	71.95	70.22
Edmonton	196.7	193.9	189.9	78.78	79.00	76.09
Calgary	172.5	172.4	172.3	82.67	82.41	80.27
Vancouver	114.9	112.6	110.1	87.95	88.26	85.24
Victoria	114.3	114.4	112.6	82.30	82.54	79.23

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TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment Index Numbers			Average Weekly Wages and Salaries		
	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962
				$	$	$
Mining	**111.8**	**112.5**	**114.3**	**101.36**	**102.81**	**99.19**
Metal mining	126.1	126.3	129.1	100.30	101.90	98.97
Gold	66.5	66.6	68.2	80.40	83.40	81.58
Other metal	181.4	181.8	185.6	107.07	108.20	104.91
Fuels	83.3	86.5	86.0	108.80	109.80	104.88
Coal	36.5	39.5	34.1	76.14	80.32	75.75
Oil and natural gas	274.2	278.3	297.7	126.55	126.87	118.51
Non-Metal	130.6	126.8	130.7	92.08	92.89	89.14
Manufacturing	**112.7**	**112.2**	**109.6**	**85.92**	**85.41**	**83.22**
Durable goods	118.3	117.6	113.3	92.56	91.96	89.62
Non-durable goods	108.1	107.7	106.5	79.84	79.42	77.52
Food and beverages	105.3	104.5	105.1	76.61	75.99	74.01
Meat products	128.1	126.6	127.7	85.14	83.46	82.69
Canned and preserved fruits and vegetables	81.2	82.0	78.4	69.08	68.24	68.17
Grain mill products	93.2	95.5	98.2	83.67	83.75	79.59
Bread and other bakery products	109.5	108.6	108.6	69.93	70.11	67.85
Distilled and malt liquors	91.2	90.4	92.4	104.69	105.20	100.65
Tobacco and tobacco products	112.8	116.8	109.7	75.79	77.35	73.33
Rubber products	107.9	107.6	101.6	89.15	89.07	85.91
Leather products	90.2	90.7	89.9	57.37	57.51	56.50
Boots and shoes (except rubber)	97.5	97.9	97.3	55.73	55.81	54.32
Other leather products	77.0	77.5	76.5	61.12	61.43	61.50
Textile products (except clothing)	83.2	82.6	77.8	68.13	67.83	66.44
Cotton yarn and broad woven goods	72.5	72.2	75.1	64.59	64.30	63.79
Woollen goods	62.4	62.4	58.7	63.25	62.82	62.43
Synthetic textiles and silk	95.4	94.2	78.5	74.78	74.83	72.89
Clothing (textile and fur)	95.0	94.9	94.0	54.38	54.21	52.92
Men's clothing	99.3	98.8	95.9	53.03	53.21	51.79
Women's clothing	105.6	105.3	104.4	56.38	56.33	54.39
Knit goods	72.1	72.6	73.8	53.46	53.05	51.51
Wood products	104.9	105.0	102.8	75.63	74.84	71.58
Saw and planing mills	106.2	107.2	104.1	79.29	77.90	74.03
Furniture	116.6	115.0	111.7	70.38	70.62	68.56
Other wood products	75.0	73.6	78.9	65.26	65.12	63.78
Paper products	122.1	121.6	120.9	99.16	98.34	96.76
Pulp and paper mills	121.5	121.0	120.4	106.92	106.20	104.36
Other paper products	123.5	122.9	122.2	80.86	79.80	79.06
Printing, publishing and allied industries	125.6	124.5	126.2	94.02	93.31	90.73
Iron and steel products	111.5	110.9	105.0	97.16	96.97	93.50
Agricultural implements	73.2	71.2	64.0	106.03	105.50	96.85
Fabricated and structural steel	145.5	143.2	146.9	98.00	98.96	95.50
Hardware and tools	112.6	112.0	104.7	86.14	85.37	83.52
Heating and cooking appliances	101.7	102.3	98.4	83.67	83.87	80.99
Iron castings	97.7	96.6	91.6	92.77	92.75	91.10
Machinery, industrial machinery	131.4	130.9	122.1	93.05	93.70	91.28
Primary iron and steel	125.8	125.6	119.2	111.02	110.45	108.07
Sheet metal products	113.5	111.9	106.5	94.71	92.94	92.51
Wire and wire products	113.1	112.9	108.9	96.06	94.61	93.50
Transportation equipment	115.2	114.5	110.2	99.64	98.45	95.79
Aircraft and parts	227.3	229.3	262.9	100.61	101.69	96.64
Motor vehicles	125.2	123.4	101.0	116.05	111.82	111.82
Motor vehicle parts and accessories	127.5	126.8	110.8	96.72	96.40	95.54
Railroad and rolling stock equipment	51.5	52.2	56.1	88.13	88.11	84.36
Shipbuilding and repairing	155.6	152.1	146.1	89.03	88.00	87.20
Non-ferrous metal products	122.7	121.0	122.7	95.81	95.73	93.72
Aluminum products	136.7	135.6	135.2	93.62	93.56	91.91
Brass and copper products	104.4	103.0	103.8	91.58	92.05	90.22
Smelting and refining	133.0	130.5	136.8	104.73	104.76	101.81
Electrical apparatus and supplies	152.8	152.4	142.7	90.24	90.24	89.81
Heavy electrical machinery	114.2	114.3	103.4	96.37	97.35	96.83
Telecommunication equipment	279.6	279.4	257.3	86.77	85.98	88.01
Non-metallic mineral products	141.3	137.6	137.3	90.78	88.90	86.87
Clay products	78.5	77.5	82.5	81.83	82.37	79.10
Glass and glass products	172.0	164.7	156.6	87.39	87.41	83.91
Products of petroleum and coal	131.7	131.6	137.1	125.71	124.81	119.46
Petroleum refining and products	134.3	134.2	140.2	126.61	125.69	120.31
Chemical products	133.3	133.1	131.9	101.05	100.74	97.52
Medicinal and pharmaceutical preparations	123.3	122.3	122.5	89.67	89.75	85.75
Acids, alkalis and salts	155.8	154.0	154.3	111.74	112.59	109.00
Other chemical products	130.4	130.8	129.4	100.57	99.89	97.22
Miscellaneous manufacturing industries	146.9	145.5	140.9	75.73	75.61	73.67
Construction	**103.4**	**100.5**	**103.2**	**89.98**	**89.74**	**87.21**
Building and general engineering	105.3	101.5	104.0	96.59	95.77	94.25
Highways, bridges and streets	100.3	98.8	101.8	78.55	79.54	75.17
Electric and motor transportation	139.7	138.9	136.5	87.33	86.75	84.89
Service	**155.1**	**153.5**	**149.6**	**58.97**	**59.03**	**57.03**
Hotels and restaurants	132.2	131.5	127.1	44.56	45.17	43.16
Laundries and dry cleaning plants	132.6	131.0	125.5	51.81	50.69	49.83
Industrial composite	**117.7**	**117.4**	**115.2**	**82.98**	**82.87**	**80.41**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	March 1963	February 1963	March 1962	March 1963	February 1963	March 1962
				$	$	$
Newfoundland	42.0	36.0	42.3	1.67	1.77	1.74
Nova Scotia	40.2	39.9	40.6	1.70	1.69	1.64
New Brunswick	41.6	40.7	41.6	1.70	1.69	1.69
Quebec	41.7	41.5	42.0	1.73	1.72	1.68
Ontario	40.9	40.8	41.0	2.03	2.02	1.97
Manitoba	40.0	39.9	39.7	1.79	1.78	1.75
Saskatchewan	38.7	38.2	39.0	2.03	2.05	2.01
Alberta (includes Northwest Territories)	39.6	39.8	39.3	2.02	2.01	1.97
British Columbia (includes Yukon Territory)	38.8	38.6	38.1	2.35	2.35	2.27

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

Settlements in May

(*Continued from page 498*)

MIRAMICHI RIVER PORTS SHIPPERS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 540 empl.—wage adjustment of 5¢ an hr. for outside longshoremen on long lumber; rate for longshoremen $1.65 an hr.

SCOTT-LASALLE CO., LONGUEUIL, QUE.—EMPL. ASSOC. (IND.): 1-yr. agreement covering 550 empl.—wage increase of 3% eff. July 1, 1963; employer to contribute 1¢ an hr. additional toward pension fund.

STANDARD TUBE AND T.I., WOODSTOCK, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—settlement pay of $25 prorated from Jan. 1, 1963 to May 12, 1963; wage increases of 4¢ an hr. eff. May 14, 1963, 4¢ an hr. eff. Jan. 2, 1964 and 4¢ an hr. eff. Jan. 2, 1965 for general production wkrs.; wage increases of 9¢ an hr. eff. May 14, 1963, 7¢ an hr. eff. Jan. 2, 1964 and 7¢ an hr. eff. Jan. 2, 1965 for skilled trades; 2 wks. vacation with 5% of gross pay after 10 to 15 yrs. of service (formerly 2 wks. vacation with 4% of gross pay after 5 to 15 yrs. of service); pension benefits increased to $2.50 a mo. per yr. of service (formerly $2); weekly sickness and accident benefit, payable up to 26 wks., increased to $40 (formerly $35); evening and night shift premiums increased to 10¢ and 11¢ respectively (formerly 8¢ and 9¢); rate for labourer after Jan. 2, 1965 will be $1.90 an hr.

UNIVERSITY OF SASKATCHEWAN, SASKATOON, SASK.—CLC-CHARTERED LOCAL: 1-yr. agreement covering 580 empl.—wage increase of $8 a mo.; rate for labourer $249 to $289 a mo. and rate for clerk-typist $206 to $236 a mo.

VANCOUVER GENERAL HOSPITAL, VANCOUVER, B.C.—PUBLIC EMPL. (CLC): 1-yr. agreement covering 1,800 empl.—wage increase of 2½% eff. Jan. 7, 1963; additional classification adjustments; weekly hrs. of work for clerical positions reduced to 37½ (formerly 39); salary for orderly $312 to $354 a mo.

WHITE SPOT RESTAURANTS, VANCOUVER & VICTORIA, B.C.—EMPL. UNION (IND.): 2-yr. agreement covering 630 empl.—wage increases of 5¢ to 15¢ an hr. eff. June 1, 1963 for all classifications and 5¢ an hr. eff. June 1, 1964 for a few classifications; 4 wks. vacation after 15 yrs. of service (previous maximum was 3 wks. after 8 yrs. of service); rate for tray loader $1.12 an hr.

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TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962
Mining	**41.1**	**42.4**	**42.0**	**2.24**	**2.23**	**2.17**	**92.13**	**94.59**	**91.28**
Metal mining	40.9	42.1	41.9	2.29	2.28	2.23	93.68	96.15	93.39
Gold	40.9	42.9	43.0	1.80	1.80	1.76	73.51	77.28	75.84
Other metal	40.9	41.9	41.5	2.47	2.46	2.40	101.28	103.11	99.79
Fuels	41.4	43.3	42.0	2.17	2.16	2.11	89.88	93.66	88.54
Coal	40.0	42.4	40.8	1.83	1.86	1.82	73.24	78.66	74.42
Oil and natural gas	43.2	44.7	43.3	2.57	2.56	2.39	110.90	114.26	103.21
Non-metal	41.7	42.0	42.3	2.11	2.11	2.00	88.00	88.55	84.89
Manufacturing	**40.9**	**40.7**	**41.0**	**1.93**	**1.93**	**1.87**	**79.02**	**78.45**	**76.68**
Durable goods	41.3	41.2	41.4	2.09	2.09	2.03	86.42	85.90	83.92
Non-durable goods	40.5	40.3	40.7	1.77	1.77	1.72	71.83	71.24	69.86
Food and beverages	40.4	39.7	40.4	1.72	1.72	1.67	69.54	68.51	67.33
Meat products	40.2	39.4	40.2	1.99	1.98	1.93	80.10	77.89	77.44
Canned and preserved fruits and vegetables	39.9	39.9	38.6	1.48	1.46	1.47	58.95	58.09	56.85
Grain mill products	41.2	41.3	41.6	1.83	1.84	1.80	75.45	75.99	75.14
Bread and other bakery products	40.8	40.6	41.2	1.59	1.58	1.50	64.80	64.23	61.68
Distilled liquors	39.6	40.3	39.8	2.27	2.26	2.15	89.72	90.97	85.33
Malt liquors	38.9	39.0	39.3	2.45	2.45	2.36	95.24	95.71	92.86
Tobacco and tobacco products	40.1	41.7	39.9	1.76	1.73	1.69	70.39	72.13	67.38
Rubber products	42.2	42.2	41.9	1.97	1.97	1.91	83.30	83.09	80.22
Leather products	40.5	40.8	41.2	1.30	1.30	1.26	52.66	53.09	51.87
Boots and shoes (except rubber)	40.6	41.1	41.1	1.26	1.26	1.21	51.28	51.58	49.88
Other leather products	40.1	40.3	41.2	1.39	1.40	1.37	55.89	56.61	56.55
Textile products (except clothing)	42.2	42.0	42.6	1.46	1.46	1.41	61.61	61.24	59.96
Cotton yarn and broad woven goods	40.2	40.2	41.3	1.50	1.49	1.45	60.21	59.91	59.95
Wollen goods	43.0	42.6	43.4	1.34	1.34	1.31	57.77	57.10	56.98
Synthetic textiles and silk	43.8	43.5	43.8	1.54	1.55	1.48	67.43	67.42	64.80
Clothing (textile and fur)	39.1	39.1	39.5	1.26	1.26	1.22	49.30	49.36	48.16
Men's clothing	39.1	39.4	39.4	1.25	1.25	1.21	48.90	49.14	47.60
Women's clothing	37.4	37.4	38.1	1.36	1.38	1.30	51.00	51.44	49.51
Knit goods	41.5	41.3	41.0	1.17	1.17	1.14	48.60	48.36	46.69
*Wood products	41.5	41.7	41.4	1.71	1.70	1.64	71.04	71.09	67.92
Saw and planing mills	41.2	41.2	40.9	1.83	1.82	1.75	75.35	75.17	71.62
Furniture	42.1	42.6	42.1	1.54	1.53	1.50	64.83	65.34	62.94
Other wood products	42.6	42.6	42.8	1.39	1.39	1.36	59.44	59.14	58.26
Paper products	40.9	40.5	41.1	2.27	2.26	2.21	92.70	91.53	90.72
Pulp and paper mills	40.8	40.5	41.0	2.45	2.45	2.39	100.15	99.11	97.89
Other paper products	41.1	40.4	41.2	1.78	1.77	1.75	73.07	71.57	72.00
Printing, publishing and allied industries	39.2	38.8	39.3	2.39	2.38	2.30	93.74	92.41	90.40
*Iron and steel products	41.3	41.2	41.3	2.23	2.23	2.17	92.07	91.99	89.63
Agricultural implements	42.4	42.3	41.1	2.36	2.35	2.24	100.18	99.53	91.93
Fabricated and structural steel	40.7	41.2	40.5	2.17	2.20	2.13	88.46	90.65	86.49
Hardware and tools	43.2	42.9	42.5	1.86	1.86	1.81	80.37	79.60	76.87
Heating and cooking appliances	40.2	40.1	40.9	1.90	1.89	1.84	76.19	76.03	75.27
Iron castings	42.2	42.0	42.6	2.12	2.12	2.06	89.22	88.98	87.57
Machinery, industrial	42.0	42.3	42.0	2.07	2.09	2.03	86.89	88.18	85.22
Primary iron and steel	40.1	40.2	40.1	2.65	2.63	2.58	106.29	105.73	103.32
Sheet metal products	41.4	40.8	41.4	2.15	2.13	2.11	88.86	87.00	87.56
Wire and wire products	41.9	41.1	41.5	2.16	2.17	2.11	90.28	89.03	87.54
*Transportation equipment	41.7	41.1	41.5	2.28	2.26	2.19	94.81	92.88	90.77
Aircraft and parts	41.2	41.8	41.4	2.20	2.22	2.14	90.89	92.62	88.53
Motor vehicles	43.7	42.1	43.8	2.55	2.50	2.44	111.49	105.16	106.78
Motor vehicle parts and accessories	42.0	41.9	42.0	2.20	2.19	2.17	92.28	91.61	91.01
Railroad and rolling stock equipment	40.0	40.0	39.4	2.16	2.16	2.09	86.23	86.22	82.22
Shipbuilding and repairing	40.1	39.3	40.3	2.19	2.19	2.13	87.94	86.08	85.74
*Non-ferrous metal products	40.4	40.5	40.6	2.19	2.18	2.14	88.49	88.51	87.16
Aluminum products	41.2	41.5	41.9	2.00	1.99	1.91	82.36	82.58	80.10
Brass and copper products	41.1	41.1	42.0	2.08	2.10	2.05	85.68	86.33	86.34
Smelting and refining	39.8	40.0	39.9	2.44	2.43	2.38	97.24	97.41	94.96
*Electrical apparatus and supplies	40.4	40.6	41.1	1.93	1.93	1.91	77.86	78.12	78.54
Heavy electrical machinery and equipment	40.1	40.7	40.9	2.16	2.15	2.12	86.56	87.60	86.81
Telecommunication equipment	39.9	39.8	41.1	1.72	1.72	1.75	68.76	68.34	72.14
Refrigerators, vacuum cleaners and appliances	39.9	40.3	40.0	2.05	2.02	1.94	81.75	81.41	77.52
Wire and cable	41.6	41.4	41.9	2.15	2.14	2.11	89.31	88.62	88.50
Miscellaneous electrical products	40.7	40.9	41.5	1.82	1.83	1.83	74.23	74.82	75.76
*Non-metallic mineral products	42.0	41.4	42.6	1.97	1.98	1.90	82.89	81.83	80.96
Clay products	41.3	41.2	41.9	1.80	1.82	1.73	74.39	75.03	72.52
Glass and glass products	41.1	40.8	41.4	1.98	1.98	1.88	81.43	81.03	77.98
Products of petroleum and coal	41.5	41.3	40.5	2.71	2.70	2.64	112.55	111.42	106.84
Petroleum refining and products	41.6	41.3	40.5	2.73	2.72	2.67	113.60	112.40	107.98
Chemical products	40.8	40.7	40.8	2.17	2.15	2.08	88.59	87.53	84.84
Medicinal and pharmaceutical preparations	39.7	40.0	39.9	1.68	1.68	1.61	66.62	67.37	64.35
Acids, alkalis and salts	40.8	40.6	40.7	2.50	2.49	2.39	101.92	101.02	97.19
Miscellaneous manufacturing industries	41.5	41.6	41.8	1.59	1.59	1.54	65.79	65.96	64.28
Professional and scientific equipment	40.9	40.8	40.8	1.93	1.92	1.85	78.75	78.45	76.69
Construction	**40.3**	**40.1**	**40.4**	**2.17**	**2.16**	**2.10**	**87.34**	**86.60**	**84.83**
Building and general engineering	40.0	39.5	40.5	2.34	2.34	2.27	93.51	92.59	91.95
Highways, bridges and streets	41.1	41.3	40.0	1.81	1.80	1.76	74.36	74.57	70.53
Electric and motor transportation	43.5	43.4	43.7	2.01	2.00	1.95	87.55	86.74	84.97
Service	**37.7**	**37.6**	**38.4**	**1.13**	**1.13**	**1.09**	**42.69**	**42.51**	**41.79**
Hotels and restaurants	37.2	37.7	38.3	1.10	1.10	1.05	40.83	41.30	40.33
Laundries and dry cleaning plants	40.3	39.0	40.2	1.07	1.06	1.05	42.99	41.21	42.06

* Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August	41.0	1.86	76.17	182.5	139.3
September	41.4	1.88	77.61	185.9	141.4
October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963 January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March†	40.9	1.93	79.02	189.3	143.1

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 356, April issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
May 1958	15,172	14,677	29,849	444,584	156,584	601,168
May 1959	19,758	18,044	37,802	342,605	140,615	483,220
May 1960	21,772	17,210	38,982	389,576	152,848	542,424
May 1961	17,078	17,208	34,286	418,218	151,611	569,829
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
April 1963 [1]	24,675	20,458	45,133	502,327	149,907	652,234
May 1963 [1]	22,865	21,723	44,588	341,869	130,084	471,953

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1959-1962 AND DURING MONTH APRIL 1962 - APRIL 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962—April	226,940	79,051	82,893	40,026	65,841	29,194
1962—May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	220,755	98,476	96,217	50,615	91,653	42,692
October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121	94,533	58,253	40,470	57,541	39,613
1963—January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442	75,073	47,295	31,852	39,378	23,755
March	209,852	73,346[r]	54,427	35,090	42,942	24,990
April	[1]210,392	[1] 81,258	77,524	39,149	58,986	26,378

[1]-Preliminary

[r]-revised

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING APRIL 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from April 1962
Agriculture, Fishing, Trapping	**2,546**	**331**	**2,877**	**— 81**
Forestry	**1,224**	**18**	**1,242**	**— 347**
Mining, Quarrying and Oil Wells	**986**	**38**	**1,024**	**— 268**
Metal Mining	521	7	528	— 276
Fuels	281	20	301	+ 22
Non-Metal Mining	53	—	53	+ 4
Quarrying, Clay and Sand Pits	113	2	115	+ 14
Prospecting	18	9	27	— 32
Manufacturing	**13,294**	**6,401**	**19,695**	**— 1,776**
Foods and Beverages	1,203	994	2,197	— 449
Tobacco and Tobacco Products	64	18	82	+ 28
Rubber Products	121	69	190	— 13
Leather Products	229	332	561	— 15
Textile Products (except clothing)	550	382	932	+ 80
Clothing (textile and fur)	362	1,543	1,905	— 420
Wood Products	1,712	244	1,956	— 39
Paper Products	1,010	280	1,290	+ 117
Printing, Publishing and Allied Industries	489	363	852	— 319
Iron and Steel Products	2,713	371	3,084	— 76
Transportation Equipment	2,194	263	2,457	— 315
Non-Ferrous Metal Products	458	174	632	— 146
Electrical Apparatus and Supplies	539	416	955	— 40
Non-Metallic Mineral Products	564	127	691	— 4
Products of Petroleum and Coal	69	5	74	— 48
Chemical Products	566	285	851	— 96
Miscellaneous Manufacturing Industries	451	535	986	— 21
Construction	**10,634**	**134**	**10,768**	**— 2,332**
General Contractors	7,200	73	7,273	— 1,935
Special Trade Contractors	3,434	61	3,495	— 397
Transportation, Storage and Communication	**5,341**	**366**	**5,707**	**— 1,511**
Transportation	4,678	179	4,857	— 829
Storage	498	38	536	— 728
Communication	165	149	314	+ 46
Public Utility Operation	**427**	**69**	**496**	**+ 29**
Trade	**7,986**	**4,757**	**12,743**	**— 1,032**
Wholesale	2,940	1,084	4,024	— 321
Retail	5,046	3,673	8,719	— 711
Finance, Insurance and Real Estate	**461**	**914**	**1,375**	**— 32**
Service	**16,087**	**13,350**	**29,437**	**— 2,321**
Community or Public Service	886	1,325	2,211	+ 104
Government Service	8,449	737	9,186	— 1,055
Recreation Service	546	218	764	— 81
Business Service	1,314	602	1,916	— 285
Personal Service	4,892	10,468	15,360	— 1,004
GRAND TOTAL	**58,986**	**26,378**	**85,364**	**— 9,671**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND SEX AS AT APRIL 30, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	10,123	2,008	12,131
Clerical Workers	21,683	49,391	71,074
Sales Workers	9,953	19,248	29,201
Personal & Domestic Service Workers	45,307	29,221	74,528
Seamen	2,583	53	2,636
Agriculture, Fishing, Forestry (Ex. log.)	6,912	983	7,895
Skilled and Semi-Skilled Workers	238,957	18,808	257,765
Food and kindred products (incl. tobacco)	1,895	682	2,577
Textiles, clothing, etc.	3,298	10,753	14,051
Lumber and lumber products	43,071	140	43,211
Pulp, paper (incl. printing)	1,544	552	2,096
Leather and leather products	1,507	1,327	2,834
Stone, clay & glass products	664	45	709
Metalworking	15,090	966	16,056
Electrical	3,282	1,076	4,358
Transportation equipment	937	60	997
Mining	2,857	—	2,857
Construction	63,047	10	63,057
Transportation (except seamen)	50,596	127	50,723
Communications & public utility	1,431	8	1,439
Trade and service	6,652	1,768	8,420
Other skilled and semi-skilled	29,254	976	30,230
Foremen	5,378	306	5,684
Apprentices	8,454	12	8,466
Unskilled Workers	166,809	30,195	197,004
Food and tobacco	6,490	10,322	16,812
Lumber & lumber products	22,178	440	22,618
Metalworking	5,199	605	5,804
Construction	88,569	2	88,571
Other unskilled workers	44,373	18,826	63,199
GRAND TOTAL	**502,327**	**149,907**	**652,234**

(1)Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT APRIL 30, 1963.

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) April 30, 1963	Registrations Previous Year April 30, 1962
Newfoundland	**25,507**	**26,718**
Corner Brook	5,560	5,873
Grand Falls	3,191	3,166
St. John's	16,756	17,679
Prince Edward Island	**4,985**	**4,741**
Charlottetown	3,006	2,930
Summerside	1,979	1,811
Nova Scotia	**33,319**	**32,891**
Amherst	1,307	1,295
Bridgewater	1,867	1,768
Halifax	7,357	5,890
Inverness	1,211	1,327
Kentville	3,595	3,125
Liverpool	735	722
New Glasgow	4,307	3,755
Springhill	1,411	1,149
Sydney	4,710	7,067
Sydney Mines	1,527	1,892
Truro	2,349	2,250
Yarmouth	2,943	2,651
New Brunswick	**35,503**	**33,047**
Bathurst	5,179	4,932
Campbellton	2,596	3,048
Edmundston	2,839	2,606
Fredericton	2,980	2,561
Minto	603	709
Moncton (2)	8,434	7,562
Newcastle	3,575	3,109
Saint John	3,964	4,036
St. Stephen	2,143	1,568
Sussex	899	769
Woodstock	2,291	2,147
Quebec	**216,598**	**206,296**
Alma	3,092	3,526
Asbestos	937	808
Baie Comeau	1,325	1,260
Beauharnois	1,554	1,228
Buckingham	1,653	1,565
Causapscal	3,550	3,499
Chandler	2,635	2,381
Chicoutimi	3,439	3,250
Cowansville	458	489
Dolbeau	2,938	2,779
Drummondville	2,459	2,584
Farnham	620	818
Forestville	1,559	1,693
Gaspé	2,617	2,013
Granby	2,553	2,409
Hull	4,788	4,324
Joliette	4,485	4,462
Jonquière	3,613	3,346
Lachute	1,169	1,049
Lac Mégantic	1,883	1,689
La Malbaie	2,554	2,770
La Tuque	1,329	1,227
Lévis	3,963	3,970
Louiseville	1,466	1,385
Magog	858	734
Maniwaki	1,786	1,742
Matane	4,369	4,330
Mont-Laurier	1,593	1,686
Montmagny	2,594	2,626
Montréal	62,531	56,183
New Richmond	2,504	2,704
Port Alfred	1,451	1,556
Québec	13,571	13,538
Rimouski	5,567	5,902
Rivière du Loup	7,504	6,932
Roberval	2,417	2,643
Rouyn	5,390	5,021
Ste. Agathe des Monts	1,564	1,472
Ste. Anne de Bellevue	1,167	1,004
Ste. Thérèse	2,556	2,066
St. Hyacinthe	1,699	1,837
St. Jean	2,679	2,210
St. Jérôme	2,039	1,652
Sept-Iles	2,786	2,564
Shawinigan	5,421	5,316
Sherbrooke	5,839	5,644
Quebec—Concluded		
Sorel	1,722	1,979
Thetford Mines	2,189	1,717
Trois-Rivières	5,775	5,447
Val d'Or	3,341	3,426
Valleyfield	2,646	2,634
Victoriaville	1,996	2,122
Ville St. Georges	4,405	5,085
Ontario	**178,033**	**183,621**
Arnprior	430	437
Barrie	1,483	1,435
Belleville	2,004	1,909
Bracebridge	1,420	1,502
Brampton	1,247	1,109
Brantford	2,114	2,646
Brockville	566	787
Carleton Place	379	303
Chatham	1,988	2,118
Cobourg	745	938
Collingwood	714	902
Cornwall	2,923	3,370
Elliot Lake	562	700
Fort Erie	473	502
Fort Frances	867	993
Fort William	3,065	3,610
Galt	1,056	1,065
Gananoque	242	374
Goderich	438	649
Guelph	1,279	1,620
Hamilton	12,184	12,851
Hawkesbury	934	980
Kapuskasing	2,393	2,295
Kenora	1,460	1,484
Kingston	2,175	2,360
Kirkland Lake	1,478	1,993
Kitchener	2,035	2,580
Leamington	744	875
Lindsay	679	721
Listowel	327	416
London	4,381	4,711
Long Branch	3,593	3,594
Midland	960	1,022
Napanee	766	740
New Liskeard (3)	602	.....
Newmarket	1,534	1,368
Niagara Falls	2,225	2,162
North Bay	2,228	2,209
Oakville	657	642
Orillia	1,023	1,047
Oshawa	4,880	3,879
Ottawa	7,914	6,839
Owen Sound	1,439	1,507
Parry Sound	608	714
Pembroke	2,162	2,453
Perth	800	719
Peterborough	3,367	3,469
Picton	362	336
Port Arthur	5,340	5,912
Port Colborne	1,009	940
Prescott	801	875
Renfrew	698	647
St. Catharines	3,939	4,138
St. Thomas	892	1,058
Sarnia	1,908	2,289
Sault Ste. Marie	3,179	2,732
Simcoe	1,317	1,101
Sioux Lookout	.....	398
Smiths Falls	560	506
Stratford	661	901
Sturgeon Falls	1,182	1,066
Sudbury	6,303	4,396
Tillsonburg	482	450
Timmins	2,900	3,372
Toronto	43,618	43,768
Trenton	860	843
Walkerton	619	723
Wallaceburg	578	589
Welland	1,686	2,147
Weston	3,526	3,453
Windsor	7,292	9,318
Woodstock	778	1,064

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT APRIL 30, 1963.

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) April 30, 1963	Previous Year April 30, 1962		(1) April 30, 1963	Previous Year April 30, 1962
Manitoba	**32,075**	**32,053**	**British Columbia**	**66,456**	**63,141**
Brandon	2,686	2,762	Chilliwack	1,533	1,585
Dauphin	1,976	2,153	Courtenay	898	752
Flin Flon	208	235	Cranbrook	1,358	1,497
Portage la Prairie	1,329	1,462	Dawson Creek	1,942	1,813
The Pas	563	551	Duncan	576	590
Winnipeg(4)	25,313	24,890	Kamloops	1,692	1,766
			Kelowna	1,616	1,336
Saskatchewan	**20,816**	**22,416**	Kitimat	115	139
Estevan	441	481	Mission City	1,019	967
Lloydminster	524	627	Nanaimo	783	804
Moose Jaw	1,512	1,645	Nelson	974	1,182
North Battleford	1,506	1,542	New Westminster	8,465	9,007
Prince Albert	2,829	3,113	Penticton	1,651	1,397
Regina	4,635	5,195	Port Alberni	662	675
Saskatoon	5,233	4,992	Prince George	3,454	3,228
Swift Current	632	920	Prince Rupert	1,975	1,851
Weyburn	402	542	Princeton	622	673
Yorkton	3,102	3,359	Quesnel	1,831	2,054
			Trail	1,090	899
Alberta	**38,942**	**37,726**	Vancouver	27,426	24,734
Blairmore	1,075	917	Vernon	2,105	2,050
Calgary	11,128	9,636	Victoria	4,005	3,560
Drumheller	693	707	Whitehorse	664	582
Edmonton	17,344	18,517			
Edson	747	889	**CANADA**	**652,234**	**642,650**
Grande Prairie	1,712	1,716			
Lethbridge	2,619	2,374	Males	502,327	496,099
Medicine Hat	1,326	1,161			
Red Deer	2,298	1,809	Females	149,907	146,551

(1) Preliminary subject to revision.

(2) Includes 862 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962, figures included with Kirkland Lake local office.

(4) Winnipeg included Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439, May issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—February	4,263,000	3,542,500	720,500*
January	4,241,000	3,537,900	703,100*
1962—December	4,212,000	3,620,000	592,000*
November	4,094,000	3,719,800	374,200*
October	3,991,000	3,746,900	244,100
September	3,977,000	3,779,200	197,800
August	3,995,000	3,796,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700

*By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population since last May. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor stems from the fact that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, MARCH 29, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	March 30, 1962 Total claimants
		1-4	5-13	14-26	27 or more*		
Canada	685,292	176,702	274,467	197,977	36,146	44.7	687,450
Male	548,207	143,627	222,087	159,972	22,521	48.1	547,100
Female	137,085	33,075	52,380	38,005	13,625	31.0	140,350
Newfoundland	35,771	6,845	13,176	13,947	1,803	81.6	35,990
Male	34,112	6,434	12,572	13,351	1,755	82.5	34,035
Female	1,659	411	604	596	48	63.9	1,955
Prince Edward Island	7,046	609	2,899	3,340	198	78.9	6,906
Male	6,024	470	2,539	2,860	155	81.5	5,819
Female	1,022	139	360	480	43	63.8	1,087
Nova Scotia	40,059	7,900	18,008	12,030	2,121	60.6	43,371
Male	34,283	6,632	15,642	10,456	1,553	62.8	38,119
Female	5,776	1,268	2,366	1,574	568	47.4	5,252
New Brunswick	38,780	7,436	15,934	13,691	1,719	73.1	38,536
Male	32,647	6,615	13,657	11,223	1,179	75.6	32,932
Female	6,106	821	2,277	2,468	540	60.1	5,604
Quebec	215,779	58,924	87,536	57,578	11,741	44.4	207,675
Male	179,905	49,515	75,430	48,079	6,881	47.9	171,116
Female	35,874	9,409	12,106	9,499	4,860	26.9	36,559
Ontario	193,995	54,167	75,870	52,746	11,212	28.5	195,136
Male	143,492	41,369	56,771	38,836	6,516	29.3	143,506
Female	50,503	12,798	19,099	13,910	4,696	26.1	51,630
Manitoba	32,130	8,226	13,755	9,102	1,047	38.4	33,777
Male	24,719	6,398	9,990	7,564	767	42.5	26,262
Female	7,411	1,828	3,765	1,538	280	24.6	7,515
Saskatchewan	23,934	5,026	9,325	8,677	906	54.4	24,867
Male	19,332	4,113	7,327	7,430	462	59.1	19,762
Female	4,602	913	1,998	1,247	444	35.0	5,105
Alberta	35,593	8,945	16,605	8,759	1,284	65.3	37,878
Male	29,923	7,869	14,014	7,095	945	64.7	30,049
Female	5,670	1,076	2,591	1,664	339	68.2	7,829
British Columbia	62,205	18,624	21,359	18,107	4,115	30.7	63,314
Male	43,743	14,212	14,145	13,078	2,308	33.9	45,500
Female	18,462	4,412	7,214	5,029	1,807	23.2	17,814

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, MARCH, 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	6,483	5,390	1,093	5,617	4,924	693	2,587
Prince Edward Island	983	860	123	1,000	897	103	322
Nova Scotia	9,039	6,720	2,319	8,198	7,277	921	2,881
New Brunswick	9,460	7,491	1,969	9,091	8,031	1,060	2,909
Quebec	64,269	48,196	16,073	65,571	56,403	9,168	20,389
Ontario	60,150	41,796	18,354	60,025	50,911	9,114	17,711
Manitoba	8,887	7,244	1,643	8,680	7,507	1,173	2,783
Saskatchewan	5,323	4,452	871	5,321	4,619	702	1,789
Alberta	11,822	8,586	3,236	10,919	9,254	1,665	4,177
British Columbia (incl. Yukon Territory)	19,502	12,891	6,611	18,810	15,605	3,205	5,542
Total, Canada, March 1963	195,918	143,626	52,292	193,232	165,428	27,804	61,090
Total, Canada, February 1963	188,523	142,392	46,131	207,218	173,294	33,924	58,404
Total, Canada, March 1962	225,813	157,663	68,150	229,044	198,236	30,808	53,264

*In addition, revised claims received numbered 45,094.

†In addition, 45,893 revised claims were disposed of. Of these, 4,657 were special requests not granted and 3,117 appeals by claimants. There were 10,478 revised claims pending at end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, MARCH 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	150,971	3,657,285
Prince Edward Island	29,891	661,337
Nova Scotia	143,915	3,286,444
New Brunswick	139,450	3,139,406
Quebec	778,526	19,686,131
Ontario	688,492	16,976,348
Manitoba	120,727	2,985,360
Saskatchewan	88,397	2,213,837
Alberta	128,199	3,318,499
British Columbia (including Yukon Territory)	208,073	5,362,471
Total, Canada, March 1963	2,476,641	61,287,118
Total, Canada, February 1963	2,367,753	58,741,717
Total, Canada, March 1962	2,810,753	68,826,613

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1963

(1949 = 100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	April 1962	March 1963	April 1963							
St. John's, Nfld.[a]	117.4	119.3	119.5	115.6	115.0	112.5	123.5	156.0	152.2	101.1
Halifax	130.0	131.3	131.2	124.2	134.7	125.6	138.1	163.6	165.4	124.5
Saint John	131.1	132.9	133.2	129.0	132.1	123.5	144.1	186.5	151.4	124.5
Montreal	130.5	132.0	132.2	133.6	134.8	108.7	159.1	169.2	143.4	118.7
Ottawa	131.7	133.1	133.4	128.6	137.7	120.9	153.4	168.3	142.3	123.9
Toronto	132.1	133.7	133.6	126.6	140.4	120.7	132.3	158.5	185.3	122.5
Winnipeg	128.9	129.8	129.3	127.8	128.4	119.6	133.9	174.8	138.1	120.5
Saskatoon-Regina	127.3	128.3	128.0	126.2	126.7	128.5	135.3	145.2	145.3	119.5
Edmonton-Calgary	125.5	127.2	127.4	123.3	127.5	124.1	129.8	163.8	144.2	119.6
Vancouver	129.2	131.7	131.8	129.6	135.6	119.2	140.1	150.3	149.2	120.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	251	259	111,475	2,816,850	0.25
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1962: April	18	38	12,262	140,400	0.14
May	25	45	17,420	137,980	0.13
June	27	53	14,522	256,210	0.23
July	26	48	16,867	133,580	0.12
August	37	57	11,565	74,380	0.06
September	23	47	10,509	121,930	0.12
October	22	44	10,031	121,230	0.11
November	29	47	9,525	75,270	0.06
December	14	28	3,565	55,110	0.05
*1963: January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03
April	25	42	8,562	47,180	0.05

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS APRIL 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	2	1,125	5,460
Manufacturing	23	4,897	29,090
Construction	6	1,799	1,950
Transpn. and utilities	5	265	6,900
Trade	4	116	630
Finance	...	...	...
Service	2	360	3,150
Public administration	...	...	...
All industries	42	8,562	47,180

TABLE G-3—STRIKES AND LOCKOUTS APRIL 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	150	2,300
Prince Edward Island	...	...	...
Nova Scotia	1	950	1,430
New Brunswick	...	...	...
Quebec	8	2,437	10,100
Ontario	23	4,844	30,180
Manitoba	...	...	...
Saskatchewan	...	...	...
Alberta	...	...	...
British Columbia	4	88	1,310
Federal	3	93	1,860
All jurisdictions	42	8,562	47,180

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
MINES						
Metal						
Solbec Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	175	4,030	8,140	Mar. 1	Wages, union security, other benefits in first agreement~
Mineral Fuels						
Old Sydney Collieries, Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	950	1,430	1,430	Apr. 2 Apr. 4	Dismissal of two workers for refusal to carry out duties~Return of workers pending investigation.
MANUFACTURING						
Rubber						
Goodyear Tire & Rubber, Bowmanville and New Toronto, Ont.	Rubber Workers Locs. 189 & 232 (AFL-CIO/CLC)	1,940	11,640	11,640	Apr. 17 Apr. 26	Wages, changes in pension, S.U.B., health and welfare plans~Wage increases, other improved benefits.
Paper						
Bathurst Containers, Hamilton, Ont.	Woodworkers Loc. 2-69 (AFL-CIO/CLC)	289	870	870	Apr. 3 Apr. 8	Hiring of efficiency experts by company~Return of workers pending negotiations.
Hinde and Dauch, Toronto, Ont.	Chemical Workers Loc. 595 (AFL-CIO/CLC)	295	300	300	Apr. 29 Apr. 30	Fumes from die wash machine~Return of workers pending negotiations.
Primary Metals						
Standard Tube & T.I., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	500	7,500	7,500	Apr. 8	Wages, fringe benefits, contract language~
Metal Fabricating						
John Inglis, Toronto, Ont.	Steelworkers Locs. 2900 & 4790 (AFL-CIO/CLC)	1,150	1,150	2,300	Mar. 29 Apr. 2	Proposed standards of work loads~Return of workers.
CONSTRUCTION						
Quebec Hydro, Baie Comeau, Que.	Various unions	1,700 (20)	1,700	1,700	Apr. 8 Apr.	Transportation of workers to and from work~Transportation of workers resumed.
TRANSPN. & UTILITIES						
Transportation						
Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	160	4,760	13,770	Feb. 6	Union security, voluntary dues check-off~
SERVICE INDUSTRIES						
Education						
St. Jean School Commission, St. Jean, Que.	Unknown	250	1,250	1,250	Apr. 4 Apr. 10	Delay in new contract negotiations~Return of teachers when agreement reached.
Health and Welfare						
Western Memorial Hospital, Corner Brook, Nfld.	Public Employees Loc. 488 (CLC)	110	1,900	1,900	Apr. 5 Apr. 27	Wages, union security~Return of workers with granting of union security; wages to be negotiated.

Figures in parentheses indicate the number of workers indirectly affected.